

6-20-2016

Dennis Burger.

A lot people want the OT + weren't getting it

order list was not being maintained

Reluctance among ⁵ a spv. to make things better

MAI

Agree with the report.

Addressed there are many short falls

Not executable for me
I have to work w/ what we get.

Big hurdles to overcome.

Agree need more people. Everybody.

Because of MPV-

OT has not gone down since OREM report

Standard

Spv should not be doing that much. Duties require them to do paperwork.

Can't find where the would

be driving for ~~16 hrs~~ 10 hrs in a
16 hrs shift.

Union is happy w/ OT its manageable
for them but they are more likely
to push up against the 10 hr limit

More concern than driving
Fire arms

Appropriately recognizes

Every week. See the watch bill.
Since last week Mon - mid Apr.
Now Sec Director started approving it
Get it electronically

MPVP model -
Operational part -

Never received any guidance
that said its ok not to have a
Sup on board.

(b) (5)



MAS ? NOT qualified to be sup.
NO way.

There is need for actual sup on hand

CNRMA filed RPA request about
2 weeks ago

Because the MVP bill doesn't
fund the billets they are Terms.

Guidance from Region + CNIC missing
short Use OT + me. to cover.

He volunteered for the OT.

→ Told (b) (6) + (b) (6) saying it
this is an issue
you two stand the watch
They said no - this is what they
want to do.

Upward mobility when Newport is
not executable.

Butler not graded high enough - GS-55.

(b) (6) is qualified & he does
work sup shift.

(b) (6) There is not OPS - Division Director.
He's the Supervisors Supervisor.

Admiral Williams has posted this
concern to CNIC

to installations just within
CVRMA in same situation
much.

Crane Indian other one.

(b) (6) would have
CNIC Brally

Agreed to the TERM, appts
which they Brally posted
recently 2 weeks ago.

Having (b) (6) pick up a shift,
would be an option.

Not sure theres an inst. that says.
every shift must have one.
Action items require it.
If nothing wrong ever happened
then fine.

Background checks — dropped being
not our response that wasn't required
to do that.

Asm Williams was also in agreement
that we needed more manning

Year ago I submitted the RPTs.
to the Region W1

N3 is involved.
(b) (6) many
times.

(Temp / Term) - Don't know.
in the past

NI - said you can't hire because
of MPV-P.

MPV-P meeting about 6 weeks ago
everyone agreed W1 should have
supv next best route & hire terms.

Held at CNIC level -

I'm sure this issue came up
of hiring supv

shortly after got these Term RPTs.

Need someone qualified
that's part of the Term appt.

That's why 3 yer selected
to give MPV-P process time to
catch up.

2010 01 079
~~2010017~~

6/20/2016

Julie Sellenberg.

Yes.

(b) (6)

(b) (6)

Safety Dept N35.

Recs were to add more people to Security
Did not

There should be a Supervisor on every ship

me - CO - Admiral (Reg Com).

(b) (6)

Everyone agrees there needs to be a
Supervisor.

CNRMA - recently advertised
positions for Sup.

They said we need a Super

I agree yes But we don't have

6/20/14

Investigation recommended having supv.

we have no oversight on manning
or ~~at~~ or anything here at installation

NO having or manning authority whatsoever

Rec made in Report

Capt has voiced multiple times that we
need more supv.

(b) (5) - everyone knows not manning
where supposed to be.

What can we do to reduce risk with
the manning we have.

They never came up with creative ways.

Did discuss w/
weekly security

(b) (6)

never came up w/ creative alternatives

only answer ~~has~~ ever was to get more
people.

Told by one of the person ~~was~~ or
(b) (6) that some patrolmen got all
of it - then started passing rotation.

That has been resolved for Palmer
Did not think it's an issue for sup.

- No met with them at time of appt
regards

- Again when they moved report March

No further disavowal since.

No - move fed back from

Supr at Security very unhappy

Because for Term employees -

Exact words - it is a conspiracy to
keep us out of those jobs by Reagan
Sup in Newport from promoting

would have preferred job as permanent
If there was a reason for it to be
Term position would have preferred.

(b) (6)
Told us that they were going to accept
TSPM but never gave us a reason.

I have not contacted Reagan

See Director contacted (b) (6)

6/20/14

No explanation.

(b) (6) came in March 2016. Had only been here once before - 10-15 yrs. Had been lacking S.C.O. since end Dec. Issues in S.C. - He came get look.

came to give us suggestions?

- 1 DO PAT
- 2 Get in Required Uniforms
3. Get Supply area under control - Access lot people had keep. fort. Control issues
4. Suggestion Box - locked never opened.
5. Vehicle situation

(b) (6) Specifically w/ Supv OT? What mek suggest? Don't believe he offered any suggestions on that.

Did talk about putting (b) (6) at the Watch Rotation. That never happened.

They write + Submit the watch bell + their names are never put own names in because other supv volunteers for it. They worked it out.

(b) (6)

more admin
- could be moved to next day
Watchstanders - duties - can't be missed

↳ They are not driving cars
the whole time they are in office
portion of time.

Time still needs to be spv.

when new Sec Direct arrived - now he
approves it.

It gets email to CO. still.

Supv. PO.

why? Don't know when to say.
At wts end with LTR.
Slowest org. we have going here.
take 6 mos to get a Sec. Director.

So

Training also prob.
Nothing to do w/ NAVAIR NPT.

Sec Manning Nos in bi-weekly report
for past 18 months
For nearly even installations

MPV-P

8 yrs ago a group surveyed
what they believed was approp.
manning in Security.

They came up w/ a number.

We have been at ²⁰¹² (b) (5) at what the MPV-P.

Yes I agree it eliminated
No don't agree with MPV-P

Don't know how can function w/out
a Supr.

I believe every Security Shift needs
a Supervisor.

Important for Safety, training,
just about everything.

Dumb idea to leave a guard on
gate w/out a relief.

Never specifically discussed it w/ other
installations but can only assume
we cannot be the only ones

Why only pick NAVSTA NPT to
do this job.

□ If Term employees are hired the Supv said they will refuse to train them.

If we can get the term people trained sure yes it is a solution to the CT prob.

(b) (6) told x0
→ Supposedly done other places + has not worked - Communicated w/ other installations all for getting more Supv here.

MAS- we have one military guy to be a supervisor.
He does work as supv when needed but others are not qualified + CIV supvs. are not helping them get qualified.

MAS go to MA school.
CIVS go to FLETC.
Difference in the schooling - delta we had our training guy teach the delta + MAS are then supposed to pass a test to be qual. as Patrolmen
oral board quite a bit of trick
back from CIVS.

6/20/2016

Tell us we don't need to put
(b) (6) + (b) (6) on watchbill

because its not an issue.

We've worked it out among ourselves
we've made the watchbill work.

→ That would be a means of mutiny
[yes]

→ Previous Complaint before was that Capt was
changing names on watchbill.

That was not acceptable

There was one about the Capt changing
Camp ^{in part} the watch bill.

Note - Need clarification - why (b) (6) not
on OT rotation.

In his opinion
→ He is qualified - he is the
higher level supv. he.

* (b) (6) retiring will not be back
backfilled also due to MPR-P.
At in person for
this summer
then pulled
them

5/19/16

Thurs. 19 May 2016

(b) (6)

Safety did the CRM - we have ^{not rec'd} a copy.
Recently heard meeting CO told Union the CRM
reports did not exist.

XO threw Safety reps out - said unsatisfactory.
Hiring more Supervisors not on

This was relayed to me + (b) (6)
by (b) (6) and (b) (6).

Came over + told us after they met w/XO.
They were upset -
They did the Risk Assessment - * she

one of the Complainants (b) (6) to write
an Policy to come up w/ eliminating
or w/ the existing stuff we had. or
else she would hold him accountable.

(b) (6) has not been officially ^{directed} to SCP.
(b) (6) ^{write} Supt.

MAV-P.
2012
Sunday

→ Eliminated all Supt Police Officers
at Newport. Except (b) (6) left only
(b) (6) + Security
Most Recent was from

Military not a feasible option because
Main training standards for mil + civs

CNS \Rightarrow 400+ training

MA \rightarrow

NAVED TRA

POS - Performance Qualification Standard.
for 4300 series
LE + Security whether mil or

In order to be a watchCOR

MPV

Eliminated mil + Civ Supervisor Billets.
all Supv. Billets, Both

only milot

(b) (5)

ASF not factored into MPVP.

Covered supv to non-sup ratio.

1 Supv to every 15 employees.
This

Study didn't consider Shift work or
Law Enforcement Unique duties

~~MA~~
NAT

NTTP -
OPNAV -
CMC -

describe duties of
watch COR +
Supervisor.

If eliminate those Positions can't comply?

Been situation where almost.
Can we hold a supv for 24 hrs?

Right now we should have
a watch core + Patrol Supv. on
every shift.

(b) (5)



Have to issue on - coming shift their
weapons etc.

There are duties have to be done.

Definitely someone would have worked
~~double~~ 16 hr shifts or 12 hrs
shifts

Probs caused.

Fatigue issue

Driving home things ~~extra~~

Lack sleep - driving -

(b) (6)



- Do credit hours not OT/CE.

more hrs than see in SLDCODA
because counted as credit hours.

Submitted RPAs for two Supv. Police officers

Its in the ^{CO's} weekly report to Admiral at CNRMA.

New Security Director is aware there are 2 RPAs Probable me.

Contacted

(b) (6)

— POC RPAs.

(b) (6)

did not

Region does not have auth to fill those positions because CNIC has not funded them.

CNIC needs to say either

(A) OK to leave shifts w/ no Supervisors

(or)

(B) Fund the Positions.

MPVP - where its originate? Think OPNAV.

needs to be Revamped.

~~Contractors?~~
~~mul?~~

5-19-2014

Examples - Patrolman need oversight
could sleep on gates.
Can't let indians run wild. Mgmt lol.

^{CO}
~~They~~ wants to get training done
we can't do it because we
don't have the people.

^{CO Boxer}
^{suggestion} Need to do a 4 shift rotation
→ you can't do it because it would
require working every day. no days
off.

would have to use leave to have any day off.
Not going to work for civs.

(b) (6)

agreed not practical.

② Requiring form would be admin nightmare.
But if required to do it we should
do it.

A Directive from
TW

^{said} "Transportation Worker
Id card (TWIC)"

^{higher authority?}

no longer valid for access but
CNIC ignored this

CNIC/INST → says TWIC is a valid form of
access to installations.

<sup>Another
example</sup>

(b) (5)

→ General instructions require this
OPORD 3300 (secret) says
"as Amended"

(3) PAT - In instruction since 2011 but
unarms never been held to standard.
No one ever taken an
annual PAT.

New Take one upon Pre-employment
but no one does annually.

~~Direct~~ Never implemented this.

(b) (6)

(b) (6)

to,

(b) (6)

train Co,

(b) (6)

(b) (6)

Not going to make Spv do one thing
+ burguening unit something else.
wanted to wait until all on same
page.

Current Co. said he could care less.
if the circ. inst. ever got implemented here.

→ Burguening unit problem
To issue an instruction before
vetted through union.

Looks like navy might already
decided going to require it -
Shore down union throat.

Employee
Relations
L.E.R.

CNRMA + PTGCom

Admiral Williams also has
+ said whoever I do that
thought we could not have
Supv was wrong - of course we
need Supv + we are going to fix that.
Sometime in 2015

Prior to 30 Sept 2015

few months ago.

less than a year ago.

Nothing happened

then recruited

haven't temporarily filled positions

Admiral Smith also here too recently
in 2016 - did not meet with us.

③ → Brought up because
example of how mgmt pick +
choose which regs going to follow.

④ - NO waivers that know of but may not know.
In 18 yrs. saw one waiver under CNRNE.
Regarding Staffer a gate.

TRAINING

⑦ CNIC puts out inst. + changes.

See CNIC 3502.2. Training TRA-MAN.

Requires min initial train stds for CIV + mil

Military are not getting the min training supposed to get.

(b) (6) Recommended sending mil to FLETC.

CIVS are in compliance w/ ^{min} train SD.

mil are not - but yet we have to put them out there on patrol.

DOD/INST > set min SD for training
CNIC mil do not meet min
3502.2 SD.

They stand gates but don't go on patrol because not met training standard.

CO wants us to train them here locally with our staff.

They MAS should go to FLETC school like the CIVS.

SEF 82 doesn't apply to military.

(b) (6) said

USFF/CNIC have decided not sending military to FLETC.

no pulled going on this + was old not option.

5/19/14

Understanding goes up to top higher than Region.

No milit. Components is sending people to FLETC. FLETC told us only civs attend their training.

MAs get about 7-8 hrs of law enf. training as part of their A-School. Mostly Prop Sec, Force Protection, very little law enforcement / legal training

Harbor
Patrol
etc.
MWD

② He retired + signed my eval ^{digitally} ~~print~~ on 30 Sept 2015 before retired } he didn't print it out.

Copies of two that she signed

23 Oct 15

2 Nov 15

Director = RO.

XU = SRO

Petra
Region said it was an accident

XO she changed it.

↳ she falsified a document.

→ (b) (6) should have been the RO
if necessary after (b) (6) left.
But XO put herself in as both
RO + SRO.

She
changed
it to
less
favorable
than Dave's
original
version.

She violated the UCMT
~~she~~ she lied + put false info in
official doc about my perf. +
violated IPMS instruction.

Eval process was closed

After ^{(b) (6)} [redacted] came she re-opened
my eval again.

27 Oct -

As a separate matter from the Reprisal.
She also
alleging she violated UCMT.
and IPMS instruction.

(9) Gendered MA training
Union was going to file UHP.

2 MAS - undergoing - recommended
don't call it compliance training - call it
open issue right now. familiarize

For MAS who don't go to FLETC there is
a system for giving them min training

"Compliance" only applies prior to 2016
XO said give the MAS the training
Havent rephrased the training process w/ the

Union yet.

(b) (6)

=

(b) (6)

Bargaining Unit Members.

Complained to Union because XO asked him to give training to MAS before the training had been agreed to by the

Inst Union -

CNININC3502.

NOT done negotiating

can put INST out but until negotiated w/ union can't be implemented.

- uniforms

- PAT

- Training P

CN/CINST

"Compliance" ^{training} only applies to people prior to 2006.

"Initial Training" - for people after 2006.

19 May 2016

(b) (6)

My days off are Fri + Sat
that needs to be covered so I
usually

Do 2 extra shifts per pay period

Yes I work a 16 hour OT shift.
or if supv on vacation
we either work 16 or split it
I work 12.

Yes working this Sat

Friday is day off.

If someone on vacation then
I might have to work 16 hrs.
here half hour away.

Been here 32 yrs, 28 yrs on nights

Back to working

(b) (5)

We were told by
that he was here to fix the pick.
Never seen him before we filed this
complaint.

(b) (6)

ORM Committee
Never saw (b) (6)

ORM Committee recommending hiring
at least 2 supervisors.

(b) (6) submitted to XO & she
said no this isn't happening we
not hiring Supvs.

XO

She told (b) (6) to tell (b) (6) to
write an SOP. to find way to
alleviate the OT without hiring
2 more Supv.

No ^{way} possible

(b) (6) told (b) (6): then (b) (6)
told (b) (6):
haven't done it because never
really directed to do it SOP.

My job - I don't make Policy
I might have
Almost imposs. w/ stuff we have.

XO never mention to (b) (6) directly
CO never talked about it.

Yes I had input to the CRM.
my input was to hire supvs. to
alleviate jobs.

As far as I know (b) (6) didn't really
participate met w/ (b) (6) + (b) (6) once.
Showed them how much OT + hours we
work. one meeting just 3 ~~mon~~
No (b) (6)

Nothing has changed since CRM recs were
provided.

What in OT - would think it
would be more cost efficient
to hire another supv.

Benefits - less expensive
- less risk.

What I think but I don't make
those decisions.

Don't know if paying OT is
cheaper than paying new employee
w/ benefits etc.

MPV - did away w/ supv. we had a SGT
+ LT retire + they didn't backfill.

I could retire tomorrow, they won't fill

my position - my coworkers would really be in situation - wouldn't want to put that burden on them.

To cover my absence another 7 shifts.

Not ready to retire yet anyway. It is a factor in my decision not to retire.

Dont want to leave them to hold the bag until get enough supervisors in there.

(3) New people hired in last 5 yrs was a requirement to get annual PAT - they havent even done it. I been here 32 yrs now all of a sudden make me do a PT test.

Do the annual FFD depends on your age over 45 every year. Just Physical no medical eyes ears etc not PAT.

Are you going to fix this or not?
MPV - not validated for

supervisors

can you see patrolmen out there with no supervisors? Its ridiculous. then hold Patrolmen accountable.

Leave shift unsupervised?

What if something happens - incidents.

Even the non-sys is minimally staffed.
If something really happens were in
trouble.

⑨ What meant by gun-decked?

Hends on training requirements for MAS
we don't have time to give it to them.
They do the CBT on line every year.
we don't have time.

At roll call. - we do training
not as thorough as (b) (5) because
lack manning to give the proper
training.

MA not same standards as CIVS
MAs don't have the skills + some of
are on patrol.

Field training officer (FTO) training
then they go on patrol.

Its weeks. - FTO. - covered but
FLTC more extensive. ^{not} thorough.

201601079

May 18th 2016

(b) (6)

OT depends if people are
on leave or out sick
Some weeks heavier than others

About the same as prior to
Jan 2016.
Some weeks none.

Some times 2 - 4 OT Shift.

OT Shift is always 16 hrs.
Sometimes 12 hrs.

Not OT last week
one OT last

Last PPE 2 OT Shift. ^{supervisors}

Every Fri + Sat somebody will
have to work OT
+ then also if someone is out sick
or on leave.

(b) (6)

5 CV Supervisors - including
who is not on the watch bill.

Should not be necessary for
All a Shift - -

Tired
overworked
new CO
is in
our shift
questions.
everything
can

(b) (6)

(b) (6)

(b) (6)

Whole spv
staff for
looking
after jobs

(b) (6)

(b) (6)

2 PPE ago 1 CN on leave
(b) (6) but due to
injury.

That left me + (b) (6) to fill watches.
because (b) (6) already worked a
double on Friday. - would have had
to work 24 hrs.

People outside Dept -

Numbers - Staffing needs to be there
to cover these unforeseen circumstances.

Read (b) (6) Report on that
→ MVP - CNIC established manning levels.
Supv not funded for Supv. here.

Not sure where it supv (DUDI?) have to
have supv on every shift.

→ DUDI sometimes contradicts CNIC/CNPM
INST.

Requirement That.

There have been times in past when
we had more MAS qualified.

Have to pass training requirements whether
MA or CNS.

saying its above
their pay grade.

seems
C & (b) (6) are supportive of hiring
more people
Don't know if push back from
CNRMA or CNIC? Why so difficult?

Proposed Temp Program NTE - nothing done w/that.

Why doable in Safety for example
but not Security:

Also
EM - (b) (6) out on LS. long term.
Filling his job.

Someone needs to have enough clout to
push the issue.

2 OT a PPE - lack of sleep.
long week.
Pregn

Typical Day

Get up (b) (5)

Get here (b) (5)

Roll call.

Normal Day over (b) (5)

Double shift? here until (b) (5)

Get home after (b) (5)

maybe 3-5 hrs sleep before come
back do it again.

made 96k instead of 87.6k
due to OT

Unsafe not to have a supervisor.
ORM - huge hit.
People all there w/ weapons.

→ Certain Special Quads for
watch sup have to be met.

Dante passed the standards for
watch. Supr.
But so in past they have not.

Crane Illinois had issues
Mechanicsburg - no supv. at all.
JUST Security Director
(b) (6) in contact w/
Mechanicsburg. OPS off.

Who issued
this MPVP?

N3
CNRMA
N3
CNIC

When MPVP came out -
lost 2 people by attrition
LT + SGT. not back filling

→ The MPVP guidance is to eliminate
all the sup police by attrition.
In violation of DODI that says
you must have a sup on all
shifts.

→

Training

Disparity btw. MA training
+ CIV training requirements.

NOT sure where training stands
whether people are out of compliance

Inspection coming in August CART
done by CNIC. - will look at
training + readiness.

Always hits on the training
never 100%.

~~that~~ hands on.

Local training is non-existent

Dont have time to take people
off shift to provide training.
Any training is computer based.

once a year the small arms
training

Yes we are in compliance w/this
Everyone goes once a year.

VS Training for CIVS - get much more
training ~~for~~ MA much higher
requirements
If

5/18/16

(10) Vehicles System Driven

Get vehicles through GSA.

CARC/Navy leases the cars.

NAVAFAC ← type of cars, etc.

2 cars.

In front lot since summer 2015

waiting for funding for equip. -

Past practice was to get quotes from vendors to get equip

Paid by a contract > \$31K.

I would get 3 bids submit to O.K.O.

about 2014 -

Now - since 2015

~~CARC/Navy~~ CNIC issued authorized equip list.

"AEL/ CTF"

If equip on that list you have to get it through them - through their contact.

Region Vehicle Org.

(b) (6) - emailed CNIC on cost of having vehicles but \$30K. - just for these 4 cars.

Have requested the items off the list but not further coming + told not

4 leases being paid
2 need to be turned
\$100K back
2 need in equipment.

5/18/14

finding for the equipment.

\$1800 per vehicle for lease to GSA

CNRMA N3 aware

(b) (6)

Did print paper for Admiral.
BUT CNIC not responding

Still have cars.

(b) (6)

e-mailed

(b) (6)

- N3 Security Spec.
at CNIC

explaining waste of \$ for cars.

He said he spoke to his boss
were going to have it funded on
credit card - but that
was weeks ago.

Still haven't received the
equipment.

Spreadsheet still shows
"unfunded" for equip.

(b) (6)

- CNRMA. emailed

(b) (6)

and at last week
asked again about spreadsheet.

CNIC's
Process is
so skewed.
There was a
departure

201601079

(b) (6)

Wed May 18th
2016

Yes (b) (6) report
not about just OT but
other things

Staffing affected whole Dept not just
supervisors.

started back in 2012.

Started to hire more non-supv.
but no supv.

Hired a couple guys - non-supv.
Diminished SHI a lot
Examples. of OT as
of today.

(b) (6)

Try to rotate it.
Sometimes yes more than 14 hrs
in one day
multiple days in PPE

Nothing has changed

Recommendations made but no
action taken.

Risk Assessment was Done.
XO said no were not hiring
supervisors. - Blatantly disregarded

(b) (6)

> Safety

Every Friday work a double
16 hrs every Friday, even last
Friday.

Plus 5 hrs PPE for Pre-Post Shift.

Almost got stuck at work 24 hrs.

No knowledge of what goes on other
buses.

(b) (6)

supv was on leave

Alternate was supposed to cover
had car accident (out LS)
emergency.

4 wks ago
about
end
Apr.

(b) (6)

(b) (6)

came in to relieve
who had been working
16 hrs already

He was on his day off.
Came back in.

(b) (6)

> covered all
weekend because
DOC.

(b) (6)

There has to be a supervisor
at all times.

(b) (6)

(b) (6)

(b) (6)

*There is a regulation that says
there has to be a shift supv
at all times. Breaks down number etc.

No new hire Supv.
No new temps.

Military don't meet training
requirement to be a
patrol.

(b) (6)

been supv 2-3 yrs now.
Does not have knowledge / training
but they stick him in position.

DODI trump everything says
you will have supv. on
every shift.

CNIC defending - not altering
to this

People creating other regs are
don't care what DOD says.

Admiral
of
CNIC
or
CNEMA
} whoever came up with no supvs.
is stupid. Verbal.

Safety also recommended -
sometimes (b) (6) would.

* Come back to work on 4 hrs
sleep have to arm up drive
oversee a shift of personnel.

Just fill the 2 positions would solve
the problem.

Don't understand what big deal is.

Now hiring more patrolmen but not
more supv. makes supervision even harder.

No action taken on any of
recs. Nothing has happened.
Not one action on any rec.

There is a mandatory "order List."
Someone got
always had the order list.
It was in a binder accessible.
Now it is posted - on
Pass Down Board in Roll Call.

→ on a clip board - at Roll call.

(2) Form might relate "DBIDS system"
scanning system used at gates.
Hyp system

Might be used at Pass + ID.
For access to Base.

(3) Some ^{installations} may have implement PAT but not all.

(9) DOD Police required to go to ~~FLETC~~ ^{FLETC}
BCHs.

MAS do no law enforcement - maybe
he has or so.

MA comes here with insufficient training

+ they are given + given + badge put on
road while DOD - civil. have to go
through 400+ hrs of training

no comparison btw mil v civ
training. Huge issue.

Competency level is low + huge
liability. - lack of training for
MAS.

201601079

Thurs May 19th
2016

(b) (6)

No not resolved.

4 shifts have to be covered every week.

Ⓟ

Ⓟ (b) (6) was on vacation last PPE.

About 1-2 months since did a ~~too~~ double.
Will be more coming up because
other supv taking
will be 2, 14 hr shifts in one week
in June

Next week 2, 12 hr days.

Thing supvs out. Have to be on top of
game constantly - have to make
decisions on your shift
Emergency, life threatening situations
mind gets fatigued.

You have to be mentally sharp to
do this job -
you burn out. By 12-14 hrs
you get fatigued.

Never know what you're going to
face. Drugs, weapons, shooter
incident.

Carrying gun + driving a car.
for 16 hrs.

Not one or two people driving this
all of us agree
Professional group.

No job announcements no action taken
at all to

We heard its never going to happen.
→ second hand

Have yet said never going to fill
Supervisors.

Its in SOP →

My understanding there has to be
a watch core or supv on every
shift there is a (b) (6).

(b) (6) Qualified to be supv. Passed
standards.

Need experience + training to do
the supv duties.

on his shift he always has
two non-supv patrolman working or also.
Done.

(b) (6)

*) Double Shifts
16 hr days

This is just normal circumstances.

If one person calls out sick.

Of the fire - it has never happened
that the shift was ~~not~~ uncovered.

If not covered would violate SOPS.

Subject to disciplinary action if you
fail to show up.

We know it has to be covered.
You step up to plate + do it.

We all know mission needs to be
done + we do it.

Decision to not back fill? Don't know
where came from.

There should be some trend of solution
Temporary.

(b) (6) came + all came
out of it was now we have PAT

PAT new hires yes
Previously no. Not condition of
employment. Not in PD.
(1989)

5/19/14

Very micro managed atmosphere.
Not fun place to work.
Everything dissected by CEO.

Unrealistic expecting us to be everyone at night.

(b) (6)

- alone in station
at night
not armed.
Only other person there

(b) (6)

(b) (5)

Lot of incidents happen at night
Unpredictable, never knew what's going to
occur. You need to be on top of
your game.

~~Example~~ New's yrs are 2016 - Whole staff
Simultaneously tied up
with incidents same time. If we more
would have been hand pressed to
respond. - Staffed same as any other night

5/13/14

leave here
have to get home.

Get about 3 hrs sleep.

Shower - eat - etc. Bed by (b) (5) -
get up (b) (5) dressed, drive.
Have to be back at (b) (5)

Req Shift into a double.
OR 2 doubles back to back.

only way to resolve this is to
hire 2 more supervisors.

Still going to have the same amt. of
shifts to cover

Someone thought this was a good idea
based on some metrics.

We have high level visitors +
Flag officers in this base
every single day
Politicians, Cabinet members
Even President Bush came here.

Can
only afford
people so far.

Can't continue this way - we paid
> \$300k in 05 last year. only solution hire 2 suprs.

201601079

23 May 2016

(b) (6)

(b) (6)

(b) (6)

JNC in Charge - one person over me
Director. - (b) (6)

Acting from end Sept 2015 - 1st April 2016
Director

We only have (b) (5) Supervisors. Included
one military out here in Feb.

(b) (5)

(b) (6)

3 Shifts 8hr each day.
Limits opportunity to take leave, if out
sick.

on perfect week - even if no one takes
leave.

Hard to have personal life.

Morale is shot -

We get worn down - we carry weapons
have to be alert + able to respond.

Down load.

Potential there - no incidents.

Patrolmen working OT

No improvement in situation

We were told by Adm Williams & Adm Smith they were going to hire more supv. but did not say when.

Admiral Williamson made comment. Stupid not to have supv.

Havent heard anything back.

Requested to temp promote. offered remedies - Nay.

Sometimes you hear MPR-P. FFC or CNIC we dont know who signed.

Makes no sense to not have supervisors.

No incentive for junior people.

Not sure what instruction requires supervisor. If there is I DK.

Dont know MPR- who signed.

Think mechanicsburg PA also affected. They dont have supervisors.

Recently → manning in general is a problem up & down the Region.

I was in Southeast Region yrs ago didnt see manning probs at that time

was 2011... - Prior to 2012 mrv-p.

Problem - need to lead, take charge, do Admin work. Answer call.

I don't think they could operate w/out having supv in place.

~~There is~~ Be no one to keep everyone under ctrl.

New & Director is aware of this but not focused on what we need to do in house. Now sucking up to Chair of Comd instead of getting to know.

trying to appease triad - ~~don't~~ think right.
c x c m c

CO knows about it puts in biweekly report to Adm.

Really pushing it I doubt it. He could do more to temp. relieve.

So don't give 2 shots - anything she can do to step in w/o she will.

(b) (6)

Safety - ^{to} she said not what taking for

YO said Safety recs was not what she was
talking.

(b) (6)

Temporary promotion until get slot filled
why cant do in Security
Sec. Billets Gene.

Whoever did this mov - P. didnt know what
they were doing or talking what.

Just cut billets without asking what
ramifications would be

(b) (5)

International Sea Symposium in Sept.
CNO comes

This Wed SecDef coming.

lot of dignitaries visit here.

They have Security Guards at War College.
+ teams. But they are not 083.
they are 085.

(2) SecNAV - s/b using that firm. TVE.
will send me Requirements.

NOT using because too time consuming
O Club weddings - could says dont make
them so firm.

we presented the form to Capt Bayer + he said
no we are not using that form.

we need it to vet people -
Active shooter because

Next
thing
form

Sometime last year met w/ CO about this
form. We told him it was required.

(b) (6) was here then -

meeting me, (b) (6) + CO we talked
about this.

(3) PAT - not being implemented here.
(b) (6) came down from CNRMA.

Deputy Region Security Officer Mid-Atlantic
Region - (b) (6) brought PAT to my
attn in Apr March 2016.

If you are 083 Police Officer you should
be doing PAT - no one is doing it. I called
Virginia NIMSTA Norfolk - no one is
doing this. How doing to push that it
not lead. by example.

Not doing in Grater - Schase.

(4) Uniforms - just had telecon. - about the
CART - inspection coming up.

CNRC is already heading it.

Shared Uniform on PPT. Was never
aware of this until met came in March
Everyone one across CNRMA.
supv. 2016.

De brief Melt Meeting
Next day Co wants PAT + Uniforms implemented
2 wks later new Director said don't
worry about PAT or uniforms

→ He started 29 April 16.

(b) (6)

On board 29 March 2016 - left for week
then came back.

⑤ ASF - technically (b) (6)

I have (b) (6) Running it for me but I
oversee the program.

Doesn't have to be in Security to be ASF
Coord.

But Co didn't want to do that.
No designation letter.

I am the ASF Coordinator I oversee (b) (6)
He's across hall from me -

⑥

(b) (5)

Co +

(b) (6)

aware.

(b) (5)

⑦ There is no training - this relates
to the OT. we can't do it because
undermanned. They get CBT only.
even that's hard to do.

authorized to hire 10 non-supv. - we got
3 new people recently.

~~the more~~

Sent RPA's 3 months ago no word back
for 4 more

2 RPA's
for
Supervisory
Police Officer

SEIOES at Dept Head meet.
B-weekly to Adminal

Request for Supv.

NO real progress toward actually hiring
2 new Supv Police Officers.
Haven't heard

NO changes every week.

⑩ Piece meal everything.

Dumbest thing

Get who package together then
drop the car off.

2 sedans - marked sitting
in front of bldg - can't put them in
use as patrol.

Paying for those 2 cars - pay lease
on them.
FWA.

Tax payer dollars being wasted.

(9) Training manual came out.
MA School - in my opinion its weak.
→ gotta go through sustainment training
Compliance training.

Hard for new MA

Don't see MAS getting qual for
patrol anytime soon.

Someone big Navy messed up.

Training manual. → Hard for sailors to get qualified -

Planning to retire - soon - don't know

(b) (6)

cell -

OFFTape -

HOSTILE Work ENV

(b) (6)

batteries in stomach arrives
at gate.

We have the guns here.

Yes angry.

CNC-XO - CO ← all three
creating HWE.

201601079

May 25, 2016

0900

53 mins

(b) (6)

No -

RPA's cancelled - not sure when.

Not sure when.

(b) (6)

→ [redacted] - Dept Director for Admin

RPA's she said she was working on stuff for Newport - moved to LC. kept wrong UIC on the RPA's. later realized it they were mistake

(b) (6)

[redacted] initiated the RPA's for Newport. by accident - meant to be for LC.

We are ~~are~~ hiring some people for them as Supervisors. one GS-8 } temp for
one GS-9 } NTE 3 yrs.
For them + 4 other buses.

(b) (6)

Initiated yesterday for Six Installations
4 yesterday 2 more to be done.

They have shifts unmaned

- Crane
- Newport
- Philly
- Culter
- Saratoga

all placed as temp because not Valued Positions.

They

OPNAVINST 553014E - if you go to
Appendix A.

MPVP started around 2009.

Prior to that STAT did post validations

CNIC N3 used to be dual hatted
w/ CNO N4. — OPNAV N46

A couple yrs ago got separated.
CNIC managing but's

2012
MPV-P

(b) (6) works all matters
on all comms basis

(b) (6) was decided
Retired 1 yr ago

MPV-P → summary report
→ detail report.

Another version CNIC N1 got that looks
like SMRO

IDK if it eliminates.

In opinion yes necessary.
to have sup.

Why? Patrol officers goof off
not off don't pay attention don't
make good decisions
~~Even~~ Don't understand situation
don't know what to do.
Something like say sick mid night
shift - needs to go home.
leave chat.

NO supv to approve
can't let you go.
NO one to say

Sick in corner - shivering sick
supposed to be on duty. alert

calls present cdr at home
Then have to make arrangements
from there.

Can't watch

Mechanicsburg - has Sec Director
Col + LT.

one watch supv - not validated on
MPV-P. NO watch supv validated

Rather than RIF allowing to
attitude

As they get vacated not backfilling.

Not to say you can make Security Director work nights.

Unless work

any complaint was about OT + drinking

Recognize -

They don't drive 12 hrs straight

Carrying

Sure yes prob.

As a result of the I/Os
and talk

Adm Smith go authority to hire the
temps - was not my decision.

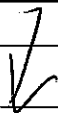
Adm Williamson got permission
from Adm Smith.

Not against the decision but it
was not my decision.

NOT sure if MPV-P affected other
Regions

(b) (6)

would know.



1st Just sent an excel spreadsheet.
Bullet level detail to
Consider the next version of MPV-P

2 versions of 5530.14 2011
5530.14A 2013

update did not cancel
original.

Negotiating changes -

Supv. don't have union

Supv. at NPT.

Up there in March + I noticed
the Supv.

all supv at other installations are
still wearing correct uniform.

DBIDS does not accomplish same
thing as SECNAV Form.

It is required -

IDK who would decide not to use
the form.

Supposed to be for everybody.
Even people for mWR - weddings et

There is an Exception for
Spec Event ATFP plans for
Special events.

Dont really know about vehicles

(b) (6) knows about vehicles

(b) (6) Yes all true - from (b) (6)
Knowledge

CAN CAB has a authorized
equipment list. - AEL.

They took ①
They ~~has~~ is the BSO - checkbook holder,
Reduced cant give us
so they could put this AEL in place

Now instead of us giving ① locally
to installations

Its all requested through this
central issuance facility
(b) (6) = CNIC per.

CNIC can cut off ST to buy or ship
stuff after purchased

* we don't know that these
Temp hires will take place.

Hard to fill the jobs Temp. basis.
No one applies.

You can try but sometimes get
no applicants.

* → [Until the MPR-P is changed
we can't hire permanent jobs]

CAPT Buyer → making decision there
to work OT,
at other installs handled differently
leave. Shifts w/ no super.

At some houses - nothing going on
not

Crane for example - only have
traffic accidents
Philly closes - at 6 pm

Still think they should have super.

System is odd - rules about
how many people you have to be
considered super.
Mech. (b) (5) people - (b) (5)

can do this

(b) (5)

OPNAV
+CNIC

Dont think its a good idea he.

You need supervision thats my.

Blene
CNIC mgs MPV for OPNAV.

201601079

(b) (6)

5/23/2016

(b) (6)

(b) (6)

NAVSTA Newport

arrived 28 march.

CPR six mos

Retired Master Chief from USFF.

Retired last year.

Navy Security.

23 yrs Security Navy. - 1993

Have not seen (b) (6) Report.

Prob still existed.

OT issues w/ Supervisors + GS-5
Non-Supv.
Police

CNIC changed when they married.
Failed to recognize spv.

spv are intended.
By attribution -

Not sure if it was a purposeful decision.

FFC mans Security w/ Military

CNIC mans Security w/ CIVS.

Validation tool that has been

Keep hearing we're working on it.

What does it mean.

I don't think any one is working on it.

OT - have people pulling doubles.

Important - yes.

People say have stomach ache coming through gate.

Adm says Security #1 Resp. then fund us.

We do put Patrol men in OT.

But w/ Supv if one goes on leave -

can only have one on leave at any time

I ideally should have 2 Supv per Shift
Typical.

If no Supv whos making decisions
Even McDonalds has them.

Not McD's
I have people w/ guns here.

Have to have 2 watch cores no matter
what. —

Drive out —

{ Driving ~~is~~ is a safety issue.
Likelihood of falling asleep behind
wheel is there.

They need to make rational decisions

Listen

* Angry supervision

Absolutely have to operate vehicle
center time.

Watch COR has mound of paperwork.
And has to be driving.
Maybe even out to housing areas.

Mid shift has to test the barriers.

We would have to call someone in

Had supv. got in car accident
out of

Someone would have to do it.
Security Director if needed.

Section will not be left unsupervised
That is for sure.

Security Director would be last
resort.

Certain type of Gvals they have
to have for supervision.

No can't take a Patrolman + make
them sup.

They need to start funding these officers
Have one that could retire
+ others are looking for other jobs.

(b) (6) wealth of info.

(me - (b) (6) + (b) (6)) = security
leadership.

Dont know where RPA's are.

Absolutely would concur with seeing
them.

This is not just a Newport Problem.

Mechanisms - interviewed for job
Sec. Dir.

NO supervisors. - CNIC is not funding

the supervisor positions.

Interview Nov 2015
Dont recall who interviewed me
2 CNS.

Not just ~~of~~ Newport - throughout CNIC
problem.

No backfills - No new ^{supv.} person coming in
behind people that leave.

(b) (6) - Assist supv to (b) (6)

MAI - only have (b) (6) MAS
are 1 MAI.

what if I have to send them on IA.
cant rely on that.

Thats a problem - MAS do not get same
training as CNS.

MA training is not good -
Never even touch a police car.
Dont learn.

CNIC is not gonna to send MAS. there
FLTC.

CNIC N3 shop sets Policy. assuming then.

(b) (6) - Retired.

CNIC N3 - worked

(b) (6)

(b) (6)

will say N1 manage manpower
N3 manages processes.

N1 provides our manning. based on the
MPVP document.

* N3 + N1 not talking at CNIC.

OPNAV issues + signs off on the
MPVP document

could have been a mistake? yes
maybe

Doesn't matter obviously
was wrong and fix it.

maybe don't use MPVP for the
Security Spv manning

maybe use standard manning models
for Spv.

RPAS - yes on slide
CO then talks to Adm.
Adm. Scept opt for action.

ASK Capt Boyer who he tells how.
often etc.

Need 2 more sponsors - at least
+ once one another one leaves we

5/23/16

I don't think anyone's really working this
It's all about \$ maybe - assume.

(b) (5)



(b) (5)



(b) (5)



Training is main thing happens here.
NAVSTA N3 protects permittees & NUWCs

(2) Right now using DBIDS - automated
for base access control
+ RAPID GATE for CTRS.

Non-CAC holders done through DBIDS.

Haven't seen this form before SECNAV.

→ DBIDS does everything the form does.
meets intent of this form.

Any more not same.

They get an access list. -

Golf Courses similar situation.

as long as intent is met - why use
this doc.

would be administratively crazy.

DBIDS much better system - automated.

This is a burden form.

Believe it's unnecessary.

(b) (6) works for (b) (6)
handles ~~B~~ DBIDS.

(3) PAT

(4) - Not wearing right uniform correct.
INST just sent by (b) (6) to the
Union on Friday.

CO; 20, Regan telling me to
enforce PAT + uniforms - BUT I
don't intend to do it until goes
through Union -

Tld CO you can order me.
He said Regan might order me
my stance - not until Union converts.

No one following that inst here.
None ones done a PAT.

one of my supv said if made to
do a PAT. will quit.

Then what?

(Special
phonetically
NWC)

(6)

(b) (5)

(b) (5)

(7) Training prob? Yes 1st thing to go when undermanned. OT - relates to this.

old people were going to have to work even more OT to cover training improvements needed.

"TRA man" also just ^{Newport} man on CNIC Training Manual - Friday.

~~It~~ already vetted through CNRMA union.

(10) me - its a Prob

has been
said on old
Jones & these

2 unmarked units
Unusable

Been in sec. # of mos.

Region is "working on" this
strapped too.

Told 2 weeks ago equip been
shipped. not received

whos paying or where go to
have installed. IOK.

Supposed to have (b) (5) I have (b) (5)

Not maybe -

Again - what does

"working on it" mean?

Waste
tax dollars.

FUTA

yes

CO wants these jobs filled
but outside of his control.

10
Comment → Situation is now we can't hire supervisors.
need to find a mitigation +
meet the mission.

CO → Region → CMC.

-

(b) (6)

→

(b) (6)

Supv. found?
or not?

NAVSTA Norfolk

Scobly says Sec #1 Priority

LISTEN

Security ops is only as good as
supervision.

If supv is lax...

NO supv - what does that mean

NO going to work. Period.

(b) (6)

needs to keep view of
forest - Not put him in there.

Simple if
they would
JUST FIND
THE BULLETS.

Tues AM 0800 - TEKON - Follow-up.

6/24/2015

(b) (6)

- ASK HR for the PDs

Hard time believing that spend
10 hrs per 24 hr day driving

No vehicle logs. - But.

- Everyone who drives a car.

Calls in mileage + starting time to dispatch.

- Doesn't mean driving.

They do

- Drive around + do post checks.

- some days more than others. - depends on
event

- When was College Grad.

Watch COR may be on Road
almost entire shift

It is possible that they do drive
10 out of 16 hrs.

Depends on what's going on.

It could happen, but probably rare.
occassion.

Not that often.

(b) (6)

is not a Watch CDR

He is the overall Supervisor

He has view of forest - steps down
(b) (6) him into forest

He will work as watch CDR
when its a last resort situation
He has done that.

→ Don't know why they are complaining about
the OT

Why terms? → ^{Perms} not validated
need more people from outside

If he did it often would lose him
in his role as overall ops superv.

5/27/2014

(b) (6)

~~The Reg~~

The Regain just pushed them
yesterday to call

Term Positions?? Not good
after Term is up uppt can
go away.

Not happy with way doing this
not even a band aid-

I understand not validated yet
But this does not do anything

— Because we have less people
we don't fall in threshold having
Supervisors. like ~~North~~ Norfolk.

4 yrs ago heard!

Have real issue w/ these
Term Positions

Would be better if we could
Promote me off my GS8 to GS9.

5/27/16 (b) (6) called me.

Conspiracy theory.

82-88 Lot of angry people here about the Term thing.

They are very upset.

If they apply - they ~~can~~ would leave a permanent position to apply for a Term position.

Term - going to get
not

Great Reservations about this

Doing something but not right answer.

FAX COVER SHEET

DATE: February 19, 2016

NUMBER OF PAGES: 6
(INCLUDING COVER)

TO: Congressman David Cicilline (D) 1st District

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SUBJECT: Joint Supervisory Civilian Police Employee Complaint
U.S. Naval Station Newport, RI
to the Secretary of the Navy

COMMENTS: Joint Supervisory Civilian Police Employee Complaint
attached (5) pages

POLICE DEPARTMENT • U.S. NAVAL STATION • 1373 SIMONPIETRI DRIVE, NEWPORT, RHODE ISLAND 02841
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02/19/2016 2:57PM (GMT-05:00)

OPNAV 5316/44A (Rev. 8-81)
Navy 11 LF-03 3336

DEPARTMENT OF THE NAVY

Memorandum

To: Honorable Ray Mabus,
Secretary of the Navy

From: (b) (6),
(b) (6), Naval Station Newport, Rhode Island
(b) (6),
(b) (6), Naval Station Newport, Rhode Island
(b) (6),
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(b) (6), Naval Station Newport, Rhode Island
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(b) (6), Naval Station Newport, Rhode Island
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(b) (6), Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: February 18, 2016

Ref: (a) Command Investigation into the Operations and Manning of Naval Station
(NAVSTA) Newport, Security Department, 5830 Ser 00J/042, dated January 22,
2016 (551 pages)
(b) Supervisory Civilian Employee Complaint to Commander, U. S. Fleet Forces
Command (COMFLTFORCOM) and Commander, Navy Installations Command
(CNIC), dated October 20, 2015
(c) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-
Atlantic (CNRMA), dated September 17, 2015

Secretary Mabus,

The authors of this joint correspondence collectively comprise the remaining Supervisory Civilian GS-0083 series Police Officers at Naval Station (NAVSTA) Newport, Rhode Island. Throughout the past year we have unsuccessfully exhausted our internal and external chains of command to resolve ongoing intolerable, hostile and potentially unsafe working conditions at NAVSTA Newport. The problems are undeniable, yet the NAVSTA Newport Command continue their abuse of power, ignore directives, instructions and law, refuse to accept any responsibility or take corrective actions to remedy the situation. By default, CNRMA, COMFLTFORCOM and CNIC also condones these actions by failing to act.

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02/19/2016 2:57PM (GMT-05:00)

OPNAV 5316/144A (Rev. 9-81)
NEX 611-1F-402-22M

DEPARTMENT OF THE NAVY

Memorandum

As Secretary of the United States Navy, we understand the tremendous demands on your time, but regrettably we have been forced to turn to you directly for some hopeful relief. We deeply apologize for this inconvenience, but we are left with nowhere else to turn. As evidenced below, this is a frustrating summary of the actions we have taken in an attempt to resolve significant and legitimate concerns at NAVSTA Newport, only to be ignored or dismissed at every level:

- **July 28, 2015:** After growing frustration with the Command and collective concerns over inadequate supervisory staffing, employee safety, training, violations of directives/instructions and other significant issues, the Supervisory Civilian Police Officers employed at NAVSTA Newport attempted to address and resolve their initial complaints and concerns at the lowest level possible. However, the installation Commanding Officer, Captain Dennis Boyer and his Command Triad failed to acknowledge or respond to our issues, which were subsequently resubmitted again on August 21, 2015 and once again ignored. The pursuance of the joint supervisory police complaint outside the local chain of command only resulted in retaliation, threats and perceived harassment by Captain Boyer and his Command Triad staff.
- **September 17, 2015:** Following Captain Boyer's continued refusal to acknowledge or address our issues and concerns, the Supervisory Civilian Police Officers employed at NAVSTA Newport appealed to Rear Admiral Rick Williamson, Commander, Navy Region Mid-Atlantic (CNRMA). Despite a visit to NAVSTA Newport approximately a week after receiving reference (c), Rear Admiral Rick Williamson also chose to ignore our collective complaint.
- **October 20, 2015:** After once again receiving no response to the issues raised in our complaint from Rear Admiral Williamson, the Supervisory Civilian Police Officers employed at NAVSTA Newport were forced to escalate our complaint to Admiral Phil Davidson, Commander, U. S. Fleet Forces Command (COMFLTFORCOM) and Vice Admiral Dixon Smith, Commander, Navy Installations Command (CNIC). Reference (b) was once again ignored by COMFLTFORCOM and CNIC. However, eight days later reference (a) was ordered to commence by CNRMA, the very command that we appealed to a month earlier.
- **October 28, 2015:** (b) (6), PMP, Inspector General, CNRMA initiated a Command Directed Investigation, ordered by Rear Admiral Williamson (CNRMA). He travelled to NAVSTA Newport, conducted interviews and completed his investigation on December 23, 2015. The investigation was formally endorsed on January 22, 2016 and in response to a Freedom of Information Act (FOIA) request collectively filed by the Supervisory Civilian Police Officers employed at NAVSTA Newport, it was released to us on January 28, 2016. It should also be noted that approximately 87 pages were withheld from our FOIA request, which we find unacceptable under the circumstances.

We share the utmost respect for Inspector (b) (6) and are grateful for his time and efforts, but reference (a) proved to be a complete waste of time. Considerations and recommendations were

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02/19/2016 2:57PM (GMT-05:00)

OPNAV 5214/44A (Rev. 9-81)
 SN 017-1JF-002-2329

DEPARTMENT OF THE NAVY

Memorandum

made, but no corrective measures have been implemented. Wrongdoing on the part of Captain Boyer was affirmed, yet nothing has changed. If anything, the NAVSTA Newport Commanding Officer and Executive Officer have stepped up their retaliation and animosity. Captain Boyer ordered removing a Navy master-at-arms (MAA) from supervisory police duties to assist in training junior master-at-arms for patrol officer duties, in direct violation of DoD Instruction 5525.15 and related CNIC HPD Advisories and instructions. This will also subject the Civilian GS-0083 series Supervisory Police Officers to even more unnecessary over-time and schedule changes. (b) (6) ordered all NAVSTA Newport law enforcement/security personnel undergo mandatory Equal Employment Opportunity (EEO), then lied to the Civilian GS-0083 series Supervisory Police staff with regard to what prompted the supplemental training. Disciplinary actions remain bias towards civilian staff, while violations by MAAs are ignored. The tensions between the NAVSTA Newport Command and the Law Enforcement and Security Department have never been worse and morale has never been so low.

The Civilian GS-0083 series Supervisory Police Officers also respectfully dispute some of the content, conclusions and recommendations contained in reference (a). Specifically:

1. Approximately eighty-seven (87) pages were withheld from our FOI request, which is unacceptable and suspect. We have no objection to the exclusion of names and personally identifiable information, but for 'transparency' purposes how are we NOT be entitled to any and all information pertinent to the complaint that WE collectively filed?
2. Reference (a) also overwhelmingly affirmed many of the issues raised in our complaint and sustained many of the allegations we made against the Commanding Officer, NAVSTA Newport. However no corrective remedies have been instituted and no punitive action has been taken against Captain Boyer. The 'requests for consideration' in reference (a) were also meaningless, because they are only directed at the Navy Region Mid-Atlantic level, which is powerless to fund, implement and enforce the changes that are needed.
3. Some of the recommendations in reference (a) even highlight the DoN's discriminatory bias and contempt for the civilian supervisory police officers at NAVSTA Newport.

- Recommendation # 3 on page 12 of reference (a) proposes consideration be given to developing 'TERM' government employment positions to bridge the gap as further attrition occurs with security supervision. Recommendation # 4 further proposes sending Navy master-at-arms (MAAs) to the Federal Law Enforcement Training Center (FLETC) for advanced law enforcement training, the same as civilian law enforcement employees, with the intention to promote MAs to supervisory status once they meet requirements.

- First, what is the logic behind creating 'TERM' positions for supervisory police officer positions that are clearly necessary and essential to the law enforcement and security mission. Does the DoN 'TERM' promote military personnel? These civilian supervisory police officer vacancies should be filled with full-time, permanent positions, enabling career

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3

OPNAV 5216/111A (Rev. 8-81)
R01 017-17-402-1220

DEPARTMENT OF THE NAVY

Memorandum

enrichment and progression for civilian employees. The former OPNAVINST 5530.14C cited the correct 'rule of thumb' staffing ratio (... *a post manned 24 hours a day, seven days a week needs approximately six personnel*...). This is the Civilian GS-0083 series Supervisory ratio that had always been used successfully in Patrol Operations at NAVSTA Newport. One GS-0083-09 Police Watch Commander and one GS-0083-08 Police Patrol Supervisor on each shift. This ensures optimum supervisory presence, leadership consistency, progressive experience and expertise and eliminates over-time for regular days off, vacations, sick leave, etc.

o Secondly, it is logistically and financially doubtful that the DoN will send Navy MAAs to the FLETC Uniformed Police Training Program (UPTP). However, even if this occurs, promoting MAAs to supervisory status immediately following initial training is ridiculous and contradicts Inspector (b) (6) earlier statement in reference (a) [*MAAs have minimal training in law enforcement operations making them "generally" unsuitable for supervisory positions*]. The junior most Supervisory Civilian Police Officer employed at NAVSTA Newport has over fifteen years of knowledge, education, training and experience exclusively at NAVSAT Newport, Rhode Island. Any reasonably objective person can recognize that this level of veteran police experience and expertise is unmatched when compared to Navy MAAs fresh out of initial training or when Permanent Change of Station (PCS) moves Navy MAAs from one duty station to another every couple of years.

o Thirdly, with limited exceptions police work at naval bases within the Continental United States (CONUS) are no different than that of state, county or municipal law enforcement agencies. Most civilian law enforcement agencies require police officers to be employed within the agency for 3-5 years before he/she can even compete for the rank of Sergeant (Patrol Supervisor). Following promotion, he/she is generally required to serve 2 years as a Sergeant before competing for advancement to the rank of Lieutenant (Watch Commander) and so on up through the ranks. This ensures progressive supervisory proficiency and experience throughout the ranks of the agency. As previously stated, the civilian police officers at NAVSTA Newport are the reliable constant. Unlike disadvantaged MAAs who constantly PCS, civilian GS-0083 series law enforcement personnel continuously serve and protect NAVSTA Newport day after day, year after year, decade after decade. They grow and change with the installation and progressively become more and more knowledgeable in site specific practices, procedures and local laws.

As previously stated in past complaints, we will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal to the best of our abilities. We proudly fulfill our duty obligations; despite our complaints constantly being ignored, despite ongoing hostile and potentially unsafe working conditions and despite the erosion of morale and deplorable treatment by the DoN. Unlike our military chain of command, our complaints, concerns and demeanor have been professional, not personal. The DoN acknowledges the problems, yet we are scorned for taking a stance to solve the problems before a tragedy occurs.

In closing, we want to thank you for your time and any consideration offered in this matter. We remain vigilant and confident that it is within your power to resolve or order resolution to these

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OPNAV 5216/144A (Rev. 8-91)
NPN 01-LF-003-3378

DEPARTMENT OF THE NAVY

Memorandum

problems at NAVSTA Newport. If the Department of the Navy (DoN) continues it's unwillingness to remedy the situation and ignore our pleas for help, we will be forced to seek relief through our Senate and Congressional representatives or expose these issues to the public media. We look forward to hearing from you soon.

Respectfully,

(b) (6)

(b) (6)

(b) (6)

(b) (6)

(b) (6)

cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

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FAX COVER SHEET

DATE: October 21, 2015

NUMBER OF PAGES: 4
(INCLUDING COVER)

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SUBJECT: Supervisory Civilian Employee Complaint
U.S. Naval Station Newport, RI

COMMENTS: Supplemental complaint. Filed after receiving no response
to initial complaint submitted on September 18, 2015.

POLICE DEPARTMENT • U.S. NAVAL STATION • 1373 SIMONPIETRI DRIVE, NEWPORT, RHODE ISLAND 02841
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10/21/2015 11:55PM (GMT-04:00)

OPNAV 5111/144A (Rev. 8-81)
10/18/12 04:08 >>

DEPARTMENT OF THE NAVY
Memorandum

To: Admiral Phil Davidson (USN)
Commander, U. S. Fleet Forces Command (COMFLTFORCOM)

Vice Admiral Dixon Smith (USN)
Commander, Navy Installations Command (CNIC)

From: (b) (6), (b) (7)(C), (b) (7)(D) Naval Station Newport, Rhode Island
(b) (6), (b) (7)(C), (b) (7)(D) Naval Station Newport, Rhode Island
(b) (6), (b) (7)(C), (b) (7)(D) Naval Station Newport, Rhode Island
(b) (6), (b) (7)(C), (b) (7)(D) Naval Station Newport, Rhode Island
(b) (6), (b) (7)(C), (b) (7)(D) Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: October 20, 2015

Ref: (a) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Admiral Davidson and Vice Admiral Smith,

The authors of this joint complaint collectively make up the remaining supervisory civilian GS-0083 series police officers at Naval Station (NAVSTA) Newport, Rhode Island. Reference (a) to this correspondence, summarizes only some of our complaints against the Commanding Officer, NAVSTA Newport, Captain Dennis R. Boyer (USN) and where applicable, his command triad staff.

As previously stated in reference (a), we attempted to resolve these matters at the lowest level possible, but Captain Boyer failed to respond to or even acknowledge our complaints, which were processed through the chain of command on July 28, 2015 and subsequently resubmitted again on August 21, 2015. He consistently shows no care or concern for his civilian personnel or the laws, directives and instructions we are sworn to uphold.

OPNAV N216/144 (Rev. 8-81)
NAVJAG P 202 1/20

DEPARTMENT OF THE NAVY

Memorandum

Finding no resolution or satisfaction from Captain Boyer we submitted reference (a) to Rear Admiral Rick Williamson, Commander, Navy Region Mid-Atlantic (CNRMA), the next level within his chain of command. Unfortunately, as of this date Rear Admiral Williamson has also failed to respond or even acknowledge our complaints. This is especially disturbing and upsetting because Rear Admiral Williamson even visited NAVSTA Newport the week after receiving our complaint and failed to seize the opportunity to meet with us to discuss our issues. Being trivialized and ignored in this manner has forced us to proceed beyond the CNRMA level.

As for the here and now, elevating our complaint to the next level was somewhat problematic, since both CNIC and COMPTFORCOM have a bearing on the issues we raise. This is why we have decided to contact both of you. We only hope that you will apply those bedrock principles and core values of the Navy (HONOR, COURAGE and COMMITMENT) and finally address reference (a) with us.

Regrettably, nothing significant has changed since our initial complaint and in some aspects, matters have worsened. Upon learning of our complaint to Rear Admiral Williamson, Captain Boyer's first reaction was threats of collective retaliation against the civilian (GS-0083) supervisory police officers, i.e., threatening to reassign the Operations Officer to patrol officer duties, changing police watch commander and patrol supervisor shift assignments and increasing their duty shifts to twelve hours daily and implying that a consequence for filing our complaint could result in the Navy eliminating our jobs and replacing all civilian police officers with military personnel. Fortunately, cooler heads prevailed. Intervention and guidance from our former civilian Security Director/Precinct Commander reportedly convinced Captain Boyer not to act on his retaliatory impulses. More importantly, his first reaction offers a glimpse into Captain Boyer's animosity towards us, his prejudice towards civilian employees and his dismissal of the issues raised in reference (a).

We want to stress that we never sought out an adversarial relationship with Captain Boyer or the Navy. It takes us no more pleasure writing these complaints than it does for you to read them. However, unlike the military, we do not PCS (Permanent Change of Station) and change duty locations every few years. As Federal civil service employees, the civilian supervisory and non-supervisory police officers at NAVSTA Newport are the constant and stabilizing law enforcement and security element. Our careers are firmly planted here in Newport. We help make up the permanent community at NAVSTA Newport and we are always been committed to providing the highest level of service and protection to this installation, including the fifty other naval and defense commands and activities we patrol. Like our military counterparts, Federal 'civilian' service employees also proudly serve the Navy, but sadly we are looked upon in a much different light. The bias statements, views and actions of Captain Boyer, his command staff and perhaps the Navy in general have never been more evident. The resounding perception is that civilian employees do not matter. We are viewed as an insignificant nuisance, rather than valuable and contributing assets to the mission.

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OPNAV 5216/14A (Rev. 8-71)
NO. 0115 of 3118

DEPARTMENT OF THE NAVY

Memorandum

Just as we could never presume upon or fathom the complexities of your position(s), you cannot appreciate our roles as supervisory police officers. Just as your superiors trust in your ability to manage your commands and you invoke that concept down the chain of command, please trust in our law enforcement and security expertise at the roots level. Nobody is better suited than us to comment on law enforcement and security operations at NAVSTA Newport and reference (a) illustrates growing problems that you cannot afford to ignore.

In spite of the diminishing emphasis on the civilian police component at NAVSTA Newport, despite our complaints being ignored by our installation and regional commanders and in spite of the ongoing hostile and potentially unsafe working conditions, we will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal to the best of our abilities.

In closing, we want to both apologize for having to bring this matter to your level and sincerely thank you for all time and consideration offered in this matter. We look forward to hearing from you soon and hopefully rectifying some, if not all of the problems and concerns we raised.

Respectfully,

(b) (6)

(b) (6)

(b) (6)

(b) (6)

(b) (6)

cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

Encl: Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015



FAX COVER SHEET

DATE: September 18, 2015

NUMBER OF PAGES: 7
(INCLUDING COVER)

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SUBJECT: Supervisory Civilian Employee Complaint
U.S. Naval Station Newport, RI

COMMENTS:

Joint Police Supervisor complaint attached (6) pages

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OPNAV 5310.14A (Rev. 8-41)
5310.14A (Rev. 8-41)

DEPARTMENT OF THE NAVY

Memorandum

To: Rear Admiral Rick Williamson (USN)
Commander, Navy Region Mid-Atlantic (CNRMA)

From: (b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: September 17, 2015

Ref: (a) 5 C.F.R. § 2635.101(b)
(b) 10 U.S.C. §§ 801 - 946 (as amended).
(c) DoD Instruction 5525.15
(d) DOD Instruction 6055.4
(e) USFFC OPORD 3300 (series)
(f) OPNAVINST 5100.12J
(g) OPNAVINST 5530.14E
(h) CNICINST 5530.14A
(i) NTTP 3-07.2.1
(j) NTTP 3-07.2.3

Rear Admiral Williamson,

We have never had the honor and pleasure of meeting personally, but defer to your authority as Commander Navy Region Mid Atlantic (CNRMA). First and foremost, we are NOT covered by an exclusive bargaining agreement or have any union affiliation. However, we collectively make up the remaining supervisory civilian police officers at Naval Station (NAVSTA) Newport. As such, we are morally and ethically duty bound to elevate the following civilian employee complaint to your level against the Commanding Officer, NAVSTA Newport.

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OPNAV M1414 (Rev. 1-11)
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DEPARTMENT OF THE NAVY

Memorandum

Captain Dennis R. Boyer (USN) and where applicable, NAVSTA Newport (b) (6)

(b) (6) and NAVSTA Newport (b) (6)

(b) (6)

Unfortunately, Captain Boyer has failed to acknowledge or respond to formal supervisory complaints processed through the chain of command on July 28, 2015 and subsequently resubmitted on August 21, 2015. The following issues are not only procedurally violating in nature, they have potentially life threatening implications to the civilian police who serve and protect NAVSTA Newport, but the general public as well.

COMPLAINT 1. Officer Safety and Violation of Lawful Regulations

1. Failure to properly recruit, hire and retain civilian police officers and supervisory police officers at NAVSTA Newport undoubtedly compromises our ability to sustain a robust law enforcement, anti-terrorism and physical security posture, jeopardizing the overall security mission.

2. Staffing shortages approaching nearly 50% also present another undeniable consequence - The fatigue, anxiety and stress placed on civilian police officers and supervisory police officers at NAVSTA Newport who are forced to work countless over-time hours, to compensate for manning deficiencies. Personnel are routinely working sixteen (16) hour duty shifts, several days per week, in violation of maximum on-duty driving times and duty periods.

a. The joint supervisory civilian police officer complaint lodged against Captain Boyer on July 28, 2015 specifically cited these direct violations of Appendix 3 to Enclosure 3 of reference (d), page 23 and reference (f), pages 15-16.

b. As the Commanding Officer, NAVSTA Newport, Captain Boyer is not only privy to these violations he supports and endorses them, as evidence by his weekly review and approval of the duty schedule, commonly referred to as the watch bill. We assert that Captain Boyer's willful failure to obey the aforementioned lawful regulations as de facto violations of § 892, Article 92 of the Uniform Code of Military Justice (UCMJ).

c. By default, adhering to and implementing watch bills approved by Captain Boyer has placed the supervisory civilian police officers in a very uncomfortable and precarious position. If a subordinate civilian police officer is injured or killed, or he/she injures or kills another person as a result of driver fatigue, we would be culpable for furthering the violations of DoD instruction 6055.4 and OPNAVINST 5100.121, needlessly exposing us to potential civil or criminal action.

d. Negligence due to fatigue on duty is also not being considered, i.e., implications to the law enforcement and security mission and accountability. What happens if a member falls asleep on watch? Furthermore, how do we hold that person accountable under such conditions?

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OPNAV N216/144A (Rev. 2-81)
Navy Department

DEPARTMENT OF THE NAVY

Memorandum

COMPLAINT 2. Financial Fraud, Waste and Abuse

1. Since 2004 NAVSTA Newport previously staffed one (1) supervisory Police Watch Commander (Lieutenant) and one (1) supervisory Police Patrol Supervisor (Sergeant) on each of three (3) duty shifts. This layered level of supervision ensured optimum coverage on every shift.

a. Civilian Police Watch Commanders and Patrol Supervisors at NAVSTA Newport represent the continuity of core leadership, knowledge and expertise within the Security Department. We epitomize good judgment, prudence, and logic and relate these traits to the varied skills and talents necessary in police leadership. Together, the remaining civilian supervisory police officers at NAVSTA Newport possess an average of 23.4 years of law enforcement knowledge, education, training and experience at this installation. In comparison with civilian supervisory police personnel, Navy Master-at-Arms lack the skills, longevity, familiarity and local proficiency to adequately perform supervisory police duties in CONUS.

2. In 2012 the Mission Profile Validation - Protection (MPV-P) eliminated "all" supervisory Police Watch Commander and Police Patrol Supervisor positions at NAVSTA Newport. Through attrition all civilian police supervisors will be removed from the department. Since 2012 one (1) supervisory Police Watch Commander (Lieutenant) and one (1) supervisory Police Patrol Supervisor (Sergeant) have retired and the vacancies created were never filled.

a. OPNAV Instruction 5530.14E, Appendix A to Enclosure 1 clearly states all shore installations and activities will be validated using the MPV-P. This is the Chief of Naval Operations (CNO) (N4) developed model used to determine posts required to meet protection requirements, associated staffing and resource options. It further states that the MPV-P is the only approved model authorized for use to determine and validate shore installation and activity security post and staffing requirements.

3. Captain Boyer and his predecessors have repeatedly authorized paying overtime compensation to civilian Police Watch Commander and/or Police Patrol Supervisor vacancies at NAVSTA Newport.

a. Most notably, supervisory over-time is being expended to fill the vacancies created by the aforementioned retirements, during existing supervisory leave periods or during times of illness. We are being strenuously overworked, filling positions that are clearly essential and necessary but they do not exist according to the MPV-P.

b. Supervisory over-time has also increased exponentially, for non-supervisory police patrol vacancies. Supervisors are also picking up the proverbial 'slack' for the police officers being forced to fill numerous patrol related vacancies.

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OPNAV 516/34A (Rev. 8-81)
NAVY LETTER

DEPARTMENT OF THE NAVY

Memorandum

4. Authorizing and paying over-time compensation for 'non existent' supervisory police officer vacancies at NAVSTA Newport is overwhelming evidence of Fraud, Waste and Abuse. Quite simply, how is it fiscally responsible or ethical to expend Navy funds on positions that the Navy ridiculously eliminated? The fact of which has been reported to the Department of Defense Inspector General Hotline, because it is not good stewardship.

a. We acknowledge that Captain Boyer is not solely culpable in this matter. Clearly, the logical and responsible action in this matter is to revalidate all Police Watch Commander and Patrol Supervisor positions at NAVSTA Newport, whose roles and responsibilities are annotated throughout references (g), (h) and (i).

(1) A point paper supporting the proposition to revalidate three (3) Police Watch Commander and three (3) Patrol Supervisor positions at NAVSTA Newport was submitted to and rejected by Captain Boyer on August 31, 2015. Instead, he continues to fund the 'non existent' supervisory positions to the detriment of the remaining supervisory police officers on staff, rather than advocate for the obvious solution to this dilemma.

(2) This proposed revalidation parallels the supervisory police chain of command in all surrounding state and municipal law enforcement agencies of comparable size and is far less layered and redundant than the vast ranks within the military branches.

COMPLAINT 3. Unfair Labor Practice (ULP) Violations

1. On July 24, 2015 Captain Boyer made numerous changes to and directed implementation of the 26 July 26 through August 1, 2015 NAVSTA Newport Police watch bill. His changes needlessly created over-time vacancies and violated a previously signed agreement between Management and the exclusive representative for the non-supervisory police officers, International Brotherhood of Police Officers (IBPO) – Local 479. As challenged by the police officer's union, this was an undeniable violation of Title 5 U.S. Code § 7116 (Unfair Labor Practice).

a. Civilian supervisory police leadership at NAVSTA Newport clearly warned management officials via the chain of command. Captain Boyer was advised and ignored the counsel of management.

b. By default, adhering to and implementing Captain Boyer's actions forced civilian supervisory police officers to be complicit and further violate Title 5 U.S. Code § 7116. We therefore obeyed what we believed to be an unlawful order and did so under protest. We collectively requested a waiver from Captain Boyer absolving us from any responsibility in this matter and was ignored.

c. During his meeting with 'non-supervisory' bargaining unit police officers on August 17, 2015 Captain Boyer freely admitted culpability and accepted responsibility for committing the Unfair Labor Practice. However, he attributed the violation as unintentional because he was

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OPNAV 3110/144 (Rev. 8-81)
Navy Form 100-100

DEPARTMENT OF THE NAVY

Memorandum

given poor advice by supervisory leadership. Even though he failed to name any particular supervisor, he scapegoated police leadership for his subjective and lone actions.

COMPLAINT 3. Miscellaneous

1. Complaint(s) 1-3 are only at the forefront of our collective supervisory concerns. There are far too many others to list in a single correspondence and some parallel complaints leveled by the collective bargaining unit of 'non-supervisory' civilian police officer's. However, the following is a mere summary of additional issues directly impacting civilian police supervisors.

a. Micromanagement and criticism of supervisory civilian police officers.

(1) Following adherence to ambiguous and often conflicting language and requirements in references (g) through (j).

b. Significantly increased ancillary administrative and collateral duties, regardless of our drastic manpower shortages. In military terms, this can also be attributed to "mission creep".

c. Compulsion and increased pressure to qualify Navy Master-at-Arms personnel to perform law enforcement duties, who fail to meet the minimum 'prerequisite' training requirements mandated in Enclosure (4) to reference (c).

(1) Successful completion from the Uniformed Police Training Program (UPTP) at the Federal Law Enforcement Training Center (FLETC) and/or a compliance equivalent, satisfies DoD and CNIC minimum training standards for civilian police officers in the DoN. The FLETC-UPTP course is 59 instructional days in length. There are a total of 485:30 course hours in the program, excluding afterhours computer based training, which is an individual effort. In contrast, Navy Master-at-Arms only receive a mere 8 hours of law enforcement training during their 7 week "A" School. Reference (c) stipulates that the 'minimum' training standards are uniform across the military components for all GS-0083 series civilian police officers and military police personnel, prior to commencing law enforcement duties.

(2) Compelling civilian supervisory police officers at NAVSTA Newport to come up with a plan to train and qualify Navy Master-at-Arms personnel in violation of reference (c) is unrealistic, unattainable and has serious liability implications for all parties involved.

d. Training To Fail, Because We Fail To Train. This is another significant burden and source of anxiety for the civilian supervisory police leadership. Our depleted manning prevents us from participating in any actual training. Microsoft PowerPoint is an ineffective means of teaching "hands on" tactics and the time required for computer based training is unreasonable and often unattainable due to mission requirements.

We truly understand the constraints on your time and hoped to avoid troubling you with these issues. However, our professional and personal concerns for safety, order and discipline left us

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OPNAV 5116/44A (Rev. 8-81)
FORM 11-100-100

DEPARTMENT OF THE NAVY

Memorandum

with no choice. Understandably, our issues are not unique to NAVSTA Newport, but this is our installation and our home. We will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal on board. We only wish that we had the tools, resources and support to "fight the enemy" without "fighting our own fatigue" in the process.

In closing, we would like to thank you for this opportunity to present our complaints and concerns. We look forward to your response and resolution.

Respectfully,

(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



CC: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Thursday, March 17, 2016 15:46
To: (b) (6) NAVSTA Newport, N3AT
Subject: PAT and New Uniforms for Supervisors ONLY and Related Complaints
Signed By: (b) (6)

Importance: High

(b) (6)

Please see below. Since (b) (6) left last Thursday you and I have spoken at length, so I will not bother repeating everything already conveyed by the other supervisory staff.

It just amazes me how blatantly retaliatory and maliciously vindictive this Command, and apparently this Region has become. If there was ever any question over how the civilian GS-0083 (series) police supervisors at NAVSTA Newport are being treated, the answer is clear now.

This hypocrisy and double-standard is ridiculous!

- The Wednesday evening before (b) (6) last day here, he blatantly said that he was not going to implement the SECNAV 5512/1 (Local Population ID Card-Base Access Pass Registration Form) at CNRMA installations, even though it is mandated in CNICINST 5530.14 CH-1 (08MAR2016)?
- (b) (6) is now the ASF Coordinator, despite the fact that CNICINST 5530.14A specifically states that the ASF Coordinator has to be an E7 or above and this is not the first time that a PO1 has been assigned that collateral duty. CNICINST 5530.14A also states that it is inappropriate and prohibits assigning NSF members other duties outside the protection program (e.g., Quarterdeck Watches, Command Duty Officer (CDO), Officer of the Deck (OOD), Colors, Urinalysis Collecting, Chief Master at Arms (CMAA), Harbor Security Boat (HSB) maintenance (other than preoperational maintenance), Barrier Operations, etc.) when budget constraints, or diminished or declining resources exist. With 63% staffing (25.25 vacancies) and our existing budget, I would say that these circumstances exist at NAVSTA Newport?
- Per CNICINST 5530.14A, the active barriers (i.e., pop-up bollard) are supposed to be deployed in the up position, during low vehicular traffic periods and whenever ECP gates are closed, but we do not do that either?
- Don't even get me started on the new "minimum law enforcement training standards" for GS-0083 (series) police officers versus Navy Master-At-Arms. The Command and CNRMA and CNIC cannot even get their act together to be in compliance with DoD Inst. 5525.15 or the associated CNIC N3AT HPD Advisories.

These are just a few examples of corrupt manipulation of the regulations by this Command, and now the Region. These decide what laws, directives, instructions and regulations to abide by and which ones (or sections of) that they will disobey or ignore. Captain Boyer, CDR Sellerberg and (b) (6) apparently don't have to follow the rules and if we, the civilian police supervisor dare to question them or bring

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their misdeeds, wrongdoings, fraud, waste and abuse to light we suffer the consequences - retaliation, harassment, threats, or whatever else they can dish out to either force us to quit or retire like (b) (6) or drum up anything they can to try to fire us.

I guess Defense Secretary Ash Carter was correct in what he said last September: The military has a "fantastic system" to manage its people BUT "I can't really claim we have a good system for managing civilians," "I actually think it's appalling and we don't treat them very well. And I sometimes ask myself why do they stick with us." He quickly answered his own question: "But I know why they stick with us . . . and this is why we have the finest people in service as well . . . because of the mission." Too bad the sentiment didn't trickle down to the Navy because this is the absolute worst it has ever been in Newport. The police supervisors get no support outside Building 1373, we're micro-managed by the Command, our subject matter experience is constantly ignored, supervisors are blamed for any and all issues and held to impossible standards, I agree with everyone's sentiments below - Hostile working conditions, targeted retaliation and an effort to single out the civilian supervisors and get rid of us. As I showed you the other day, only a couple of all installations in CONUS are doing the Physical Agility Tests (PAT) and/or wearing that CNICINST 5530.14A uniform. The prior Commands and Directors (including CAPT Boyer) agreed to hold off on implementation of the instruction until all bases, and all supervisory and non-supervisory made the switch. Now after almost 6 years, all of a sudden, after (b) (6) visit, now all bets are off! It this nonsense ever going to end!

I know you have been in a tough spot, but thanks for being impartial, objective and supportive. Everyone is appreciative and feels bad for the predicament you've been placed in.

Respectfully,

(b) (6)

Naval Station Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841

OFFICE: (b) (6)

CELL: (b) (6)

DISPATCH: (401) 841-4041

FAX: (401) 841-2648

DSN: (b) (6)

(b) (6)

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Wednesday, March 16, 2016 12:12 PM
To: (b) (6) NAVSTA Newport, N3AT
Subject: Agility Tests and New Uniforms only for supervisors complaint
Importance: High

(b) (6)

At first I wasn't going to say anything, but its been eating at me, so I just wanted to send you an E-Mail after what took place last week. I have a real problem with these new supervisor directives to start taking annual agility tests and to go out and have to buy all new uniforms. The timing seems a lot live revenge and retaliation.

After 31 and 1/2 years as a member of this Police Department, from NETC to NAVSTANPT, now all of a sudden I'm going to be force to take a medical screening and agility test, when it was never required when I was hired!

Back when I was hired on 04 August 1984, I accepted this job and started working for the Department of Defense. I was never required or never informed that in the future I might have to take annual agility tests to stay employed with the US Government. Back in 1989 I was sent to the RI Municipal Police Academy and represented the Naval Education and Training Center (NETC) Police Department as the first officer to attend the academy. I completed all Academic and Physical Fitness portions required and graduated from the Police Academy. No Police Department in the State of R.I., then or now forces their police officers to take annual agility tests after completion of the Police Academy. In Federal Government Service the LEO agencies may have to do it, but they also get time on duty to work out and they get the LEO pay, benefits and retirement.

Being required now after all these years in Federal Government Service to take an Agility test in order to keep my job is not right. I have been a exemplary employee and police supervisor for all these years, but now all of a sudden my job is on the line for no fault of my own. I should also mention that the agility test and uniforms came up years ago and our Director and Navy Cos agreed not to make any changes until all of the other Navy bases in the country switched and were on the same page, supervisors and nonsupervisory police officers. Now all of a sudden after our complaints up the Navy chain of command to the SECNAV, NRMA (b) (6) visit's NAVSTANPT last week and as soon as he leaves the orders start coming out.

Like everyone else except for (b) (6) I spoke with (b) (6) while he was here. He told me that he read the Supervisors complaint and that he was here at NAVSTANPT to fix the problem. So I believed that (b) (6) and region finally wanted to help come up with a solution to all of the issues we raised.

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Last Thursday after our meeting with Mr. Hemmingsen and Captain Boyer and (b) (6) when the CO said (b) (6) was here because of all our letters and said he was on our side and that were going to be hiring supervisors in the near future to bring us back up to six supervisors. Then after that meeting they go in with (b) (6) (Director) and turn on us. I could not believe it when (b) (6) came into the sergants office and told us that the CO told him that we need to start doing agility tests and change our uniforms. The CO didn't even have the guts to tell us, but he told MAC that he was the Director so the order had to come from him. If that is not retaliation, what is. Are these hostile working conditions ever going to stop or are they just going to get worse.

In my opinion we are just being ignored and things are getting worse not better and now that I have to take an Agility test, change my uniform, badges and buy two new hats that only a couple of bases in the entire country have their supervisors following. I feel that Supervisory Police Officers at NAVSTANPT should either be grandfathered in for the agility test or give us the same benefits that the LEO get.

I have been in the Military (Army) Military Police Company Army National Guard. I did Fifteen Years and was a Non-Commissioned Officer (NCO - E5) and had leadership responsibilities. I learned that respect is earned not just given because you hold a certain rank. So I know how the Chain of Command structure works in the military and I know things just don't happen overnight. Previous installation CO's (including Capt Boyer), Security Directors, NRMA chain of command have been aware of the uniform and badges that we wear and have never said a word, until now. (b) (6) died in the line of duty and was buried in honor wearing his uniform and nobody said a word. All of these changes, and only for supervisors, after all these years right now after we filed our supervisory complaints is pure retaliation.

I also want to make another complaint for the record. You know that Capt Boyer assigned me as the Police/Security representative to the Safety Sub-Committee. This came about because of our complaint about all of the over-time, on-duty and driving limit violations per the DOD and OPNAV instructions. (b) (6) and (b) (6) from NAVSTANPT Safety and (b) (6) from NRMA HRO were also on the board. We were supposed to do a Operational Risk Management (ORM) for the CO. You told me about your meeting with (b) (6) and (b) (6) last Friday and I couldnt believe it. The (b) (6) rejected the report, flat out tells (b) (6) and (b) (6) that we are NOT HIRING police supervisors and for them to order me to write a SOP to fix the overtime problem with what we've got and if I don't she can reprimand me. Thursday the CO told us they are hiring and backfilling to get our 6 supervisors, then the next day the XO says we're not hiring. Are you kidding me!

I just want to say in closing that I been with the NAVSTANPT Police Department for over 30 years and have never worked under conditions like this or for a CO/XO like these two and never had a command Master Chief ever get involved with NAVSTANPT Police matters. The years of experience, dedication and professionalism that the supervisory staff at NAVSTANPT Police Department has is over the top. All Supervisory staff takes pride in their work and get the job done at the best of their ability. So the disrespect, micromanagement that we get from this triad is unheard of and I for one am sick and tired of it and whatever you call it harassment, retaliation, hostile work environment or whatever else I'm tired of looking over my shoulder having everything we do questioned. A civilian does something wrong they get hammered, a military member does something wrong, is incompetent or even breaks the law, the Command looks the other way. The civilian police have always been here and we are the ones constantly here keeping the installation safe and protected 24-7 with not even a good job or well done to the officers that do the job day in day out. I guess we never should have blown the whistle on all of the wrongdoing going on here, but since the CO says everything that goes bad is supervision and

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leaderships fault, we would never be right anyways. From the lack of supervisors, the gundecked and screwed up MA compliance training, tons of over-time and even the police cars that have been sitting in the front lot since last summer, something has to be done!

(b) (6)

-----Original Message-----

From: (b) (6) NAVSTA Newport, N37D
Sent: Tuesday, March 15, 2016 13:28
To: (b) (6) NAVSTA Newport, N3AT
Cc: (b) (6) NAVSTA Newport, N37D
Subject: RE: Police Supervisors - Physical Agility Test (PAT) Medical Screening
Signed By: (b) (6)

(b) (6)

I am at a loss for words right now. The blatant reprisal/retaliation by the current NAVSTA Newport Navy Chain of Command (BLDG 690) is dumbfounding. Being made to do a physical agility test and medical screening that isn't in my PD, wasn't a condition for employment 15 years ago, or NEVER required before is outrageous and pure retaliation to the supervisor complaint that we have filed. This continued harassment of supervisors has gone way beyond the realm of a hostile work environment. And the coincidence that the regional security director, (b) (6) came to Newport because of our complaint and only within a couple of hours of him leaving after meeting with MAC and the CO, now this comes out??? This issue of an agility test has NEVER been brought to light since the CO's or XO's assignment to NAVSTA Newport. Only after a visit from the regional security director in regards to our complaint? Coincidental, I think not!

Our complaint over the lack of supervisory staff is legitimate and has even been reaffirmed by the CO, IG and (b) (6). In my last 8 years as a supervisor, we (supervisors) have NEVER complained or drawn attention to ourselves or NAVSTA Newport. Shouldn't this be an immediate red flag to region & CNIC that something is wrong??? We are NOT the problem! We have tried numerous times to resolve our issues at the lowest level to no avail. The only outcome was lies and broken promises to fill positions. I was even told by the CO directly that he was going to "work on getting me that Lieutenant's position." (a pretty bold statement for a competitive position for which he has no say in).

Furthermore, with regards to the investigation that was completed and recommendations that were made, what steps have been taken or even followed by the command? Instead, the only feedback received is constant harassment and threats of disciplinary action if we fail to follow orders even when they are against regulations, instructions and policies or from people outside our chain of command?

I have been on this department for 15 years and have seen 5 or 6 CO's and we have NEVER been harassed or treated like this. Perception is everything and the perception is "it's my way or the highway." The CO & XO only care about regulations and instructions when it's beneficial to them, otherwise it's the mentality of "this is my base and I'll do whatever I want." This is dictatorship NOT leadership which creates an unhealthy and hostile work environment. I am fearful for my future employment here at NAVSTA Newport.

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In summary, I feel the threats/actions taken by the NAVSTA Newport Navy Chain of Command (BLDG 690) are blatant whistle blower violations and retaliatory for our complaint, and am making an official complaint via this e-mail.

V/R

(b) (6)

NAVSTA Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841
OFFICE: (b) (6)

DISPATCH: (401) 841-4041

FAX: (401) 841-2648

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT

Sent: Monday, March 14, 2016 20:06

To: (b) (6) NAVSTA Newport, N3AT

Cc: (b) (6)

Subject: Recent proposed sanctions/actions relative to Supervisory Police Staff at NAVSTA Newport

Signed By: (b) (6)

(b) (6)

I don't really know where to start this memorandum/e-mail for the record. I believe there is more than enough documentation outlining our concerns over the supervisory staff shortage here at Naval Station Newport Police and the perceived hostile work environment created by the current NAVSTA Newport Navy Chain of Command (Triad). We have filed official complaints through numerous channels, including the most recent filing through the office of the SECNAV. To my utter surprise, things have taken an even more concerning turn.

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I was on Annual leave, out of the country, when a recent visit was paid to our precinct by the NRMA (b) (6). I was not present for this concocted visit, so I cannot speak directly as to what was asked of or said to any of my peers, but I have been briefed thoroughly by you. The visit by (b) (6) was described as being a direct result of our previous supervisory complaint(s) and no attempt was made to hide this fact by either (b) (6) or Captain Boyer. This visit would leave the reasonable and prudent employee to believe that a remedy was being sought by the employer and that an answer regarding the complaint would be delivered. This was evidently not the case. As I understand it, (b) (6) spent time with each supervisor and more or less imparted his agreement with the current shortage of supervisors and work environment, however, when it was all said and done, a meeting was had between (b) (6), (b) (6), and Captain Boyer. The results of this clandestine meeting resulted in some directives that are troublesome, if not even to the point of blatant retaliation based on our group complaint(s).

I have been employed as a police officer here at NAVSTA Newport for over twenty-three (23) years, Nineteen (19) of those as a Supervisory Police Officer. I am also a 26 year veteran of the United States Air Force and Air National Guard. I retired from the military in 2013 holding the rank of Chief Master Sergeant (E-9). The last four (4) years of my career holding the title of Command Chief Master Sergeant, which is the equivalent of a Command Master Chief in the Navy. Prior to my promotion to E-9, I was a First Sergeant (E-7 & E-8) for over 6 years. The positions of Command Chief and First Sergeant are Command level NCO positions, trusted agents and enlisted subject matter experts/advisors to the commanders they serve. I was hired and answered directly to a Colonel (O-6). I routinely briefed general officers and congressional staffers. Thus, I am intimately familiar with higher echelon command and the way in which it is supposed to operate. I have been witness to both competent and poor leadership styles. I have on occasion had to advise my commander(s) regarding unfair or improper decisions or implementation of a poor policy or action. My point is, I don't understand the blatant retaliatory actions being discussed/directed, specifically, the sudden proposed uniform change, medical screening, and physical agility testing for Supervisory Police staff. I know a bad decision when I see one and I also know retaliation when I see it. I have been through Inspector General (IG) training and have sat in on Commander out briefs by IG staff. The most recent actions are textbook examples of IG violations or what not to do. These proposed actions are more than mere coincidence. Previous installation commanders, precinct commanders, and CNRMA/NRMA chain of command have been well aware of our current uniform configuration. They have also never enforced or implemented any physical agility testing or medical evaluations. I am insulted that the chain of command thinks I don't see what is happening. I am insulted as a veteran and retired command level Non-Commissioned Officer. Perception is everything, the current situation is perceived as and smacks of direct retaliation. I have never been treated in such a dismissive manner and I take offense to the treatment. I am not one to flaunt my military experience, but I get the way things are supposed run militarily. This command (triad) is failing to notice the toxic work environment unfolding in front of them. I am in genuine fear for my job on a daily basis and my personal stress level is becoming more than unbearable. I am witnessing the most gross example of toxic command/unit leadership ever encountered in my 26 years of military service. The precinct is not without its faults, however, all is overshadowed by the command climate. I have never been asked to sit down with any member of the triad to speak about my perceptions, maybe they don't want to hear the sobering truth? There was also no effort by (b) (6) to reach out to me upon my return from leave to air my concerns. Let me be clear, I can pass their tests and consider myself in decent shape, however that isn't the point here, it's the principle, and the perceived underhanded "we'll teach them to buck the system " type tactics being perpetrated. The tactics and directives by the Executive Officer are particularly concerning and border on being illegal in nature.

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Honestly, the original complaint filed will work its way through the official channels and the bean counters will find a way to fund the vacant supervisory positions, thus placating the original complaint. However, It is my intention to address this most recent attack and blatant acts of retaliation of the supervisory staff. The most recent directives/actions (uniform change, medical evaluation, and physical agility testing) are too coincidental for me to fathom based on my experience and higher educational learning. I hold two degrees, I am not a stupid man. I am insulted as a taxpayer, civil service employee, and veteran. I intend to address these blatant whistle blower violations through channels other than the United States navy or Department of Defense. My next action will likely be through personal legal counsel, Federal Law Enforcement Officers Association legal counsel, and my Rhode Island Congressional delegation. I also intend to seek guidance and air my concerns to the State Veterans Affairs Representative, as I feel wronged as a veteran employed by a company/entity located within the state of Rhode Island (the ranking member of which is a retired Navy E-8). Local media outlets also need to be made aware of the adverse treatment. I am beyond appalled and fear for my employment. The entire United States Navy Chain of Command should be ashamed of how they dealing with this situation, the worst of which is the manner in which they are attempting shield their actions and provide false or conflicting answers.

Respectfully Submitted,

(b) (6)

Naval Station Newport Police Department
1373 Simonpietri Dr.
Naval Station Newport, RI 02841
COMM: (b) (6)
DSN: (b) (6)
FAX: 401-841-3120

(b) (6)

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<https://safe.amrdec.army.mil/safe2/>
<<https://naeaquazef92.nadsusea.nads.navy.mil/exchweb/bin/redir.asp?URL=https://safe.amrdec.army.mil/safe2/>> to provide your response in a secure manner.

-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Saturday, March 12, 2016 6:39 AM
To: (b) (6) NAVSTA Newport, N3AT

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Cc: (b) (6) NAVSTA Newport, N3AT
Subject: RE: Police Supervisors - Physical Agility Test (PAT) Medical Screening

(b) (6)

I would like to bring to your attention the serious issues that I have with having to take a Physical Agility test and the medical screening. When I was hired and accepted this job and started my employment in this department back in January 1989 and in the 27 years that I have been employed here I have never been required to take a Physical Agility Test. A Physical Agility Test was never a condition of my employment with this department, and even in the interview that I did with then (b) (6) (b) I was told that I did not have to take a Physical Agility test as part of the requirements for this job.

Furthermore in regard to now being required to take an Agility Test now, and only to the supervisors, I believe that this is pure retaliation to the supervisor complaints that we have filed and the continued harassment of us as supervisors who have tried to solve a legitimate issue through discussion at the onset to address the supervisor overtime issue and met no results. Only stonewalling and empty promises. We then met no results at the next level at region. We then had an investigation into the issue with recommendations to promote temporary supervisors and to eventually hire permanent supervisors. The results and recommendations of that report have not been followed by the command. No action has been taken to fix the issue of the supervisor overtime.

The issue has never been raised by Capt. Boyer or CDR Sellerberg since they have been assigned to Naval Station Newport for supervisors to take a Physical Agility Test. All of a sudden the issue about the agility test and the uniforms is raised after (b) (6) the (b) (6) from CNRMA, visited to assist in rectifying the supervisor overtime issue??? No viable solution has been offered.

The only feedback we seem to get from the Triad is more harassment, demands and threats of disciplinary action if we do not follow the commands orders, even if they are against the regulations and instructions or getting orders from people that are not even in our chain of command. This issue could have been addressed by reasonable discussion instead of just providing thoughts and agreeing that there is a problem, and continuing to make empty promises to fix it with no results. Only ideas for schedules that are not feasible where we get accused of not being willing to compromise to solve the problem.

I have been in this department for almost three decades and have never seen this type of treatment. It seems that there is no compromise. Captain Boyer and CDR Sellerberg give their ideas and orders and expect them to be followed with no deviation and no questions. This is not leadership! I as a supervisor know that discussion feedback on some issues from your employees creates a healthy and respectful working relationship, and also creates an optimal working environment that provides the best work product.

As you are aware, the talent, dedication and professionalism of the supervisors that work here in the Police Department is an asset and glue to this command that seems to be overlooked. I have pride in my work and to this Police Department that I have been a part for almost three decades. I, along with my peers, have a deep respect for the Naval Station Police Department and the duties that we provide for Naval Station Newport. The type of disrespect we are currently receiving puts me at a loss for words. To try and begin to understand why we are treated like this when all we have tried to do was

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address legitimate issues, and try to resolve them in a civilized manner.

To sum it all up plain and simple, I feel this action is a reprisal against us for our complaints and a violation of the Whistle Blower Act which I am making an Official complaint about with this e-mail. I have no further information to add to this e-mail at this time.

(b) (6)

Naval Station Newport Police Department Naval Station Newport RI.

Bldg 1373 Simonpietri DR. 02841

Ph# (b) (6)

Fax#1-401-841-2648.

(b) (6)

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FAX COVER SHEET

DATE: March 17, 2016

NUMBER OF PAGES: 6
(INCLUDING COVER)

TO: Congressman David Cicilline (D) 1st District

2244 Rayburn HOB
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Fax: (202) 225-3290

1070 Main Street, Suite 300,
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Congressman James Langevin (D) 2nd District

109 Cannon HOB
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300 Centerville Rd, Suite 200 South
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Senator Jack Reed (D-RI)

728 Hart Senate Office Building
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1000 Chapel View Boulevard, Suite 290
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Senator Sheldon Whitehouse (D-RI)

Hart Senate Office Bldg. Room 530
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170 Westminster St. Suite 1100
Providence, RI, 02903
Fax: (401) 453-5085

SUBJECT: Supplemental Joint Supervisory Civilian Police Employee
Complaint of Ongoing Harassment & Retaliation at the U.S.
Naval Station, Newport, RI attached (5) pages

COMMENTS: Attached will also be included in DoD Hotline complaint
No. 20160303-036145

POLICE DEPARTMENT • U.S. NAVAL STATION • 1373 SIMONPIETRI DRIVE, NEWPORT, RHODE ISLAND 02841
TEL (401) 841-4041 • FAX (401) 841-2648

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Memorandum

To: Congressman David Cicilline
Rhode Island (D) 1st District

Senator Jack Reed
Rhode Island (D)

Congressman James Langevin
Rhode Island (D) 2nd District

Senator Sheldon Whitehouse
Rhode Island (D)

From: (b) (6)

Naval Station Newport, Rhode Island

(b) (6)

Naval Station Newport, Rhode Island

(b) (6)

Naval Station Newport, Rhode Island

(b) (6)

Naval Station Newport, Rhode Island

(b) (6)

Naval Station Newport, Rhode Island

Subj: SUPPLEMENTAL SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT OF
ONGOING HARASSMENT AND RETALIATION AT NAVAL STATION
NEWPORT

Date: March 16, 2016

Ref: (a) Supervisory Civilian Employee Complaint to the Secretary of the Navy (SECNAV),
dated February 18, 2016

(b) Command Investigation into the Operations and Manning of Naval Station
(NAVSTA) Newport, Security Department, 5830 Ser 00J/042, dated January 22,
2016 (551 pages)

(c) Supervisory Civilian Employee Complaint to Commander, U. S. Fleet Forces
Command (COMFLTFORCOM) and Commander, Navy Installations Command
(CNIC), dated October 20, 2015

(d) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-
Atlantic (CNRMA), dated September 17, 2015

Honorable Rhode Island Senate and Congressional Leaders,

As you know, we collectively comprise what remains of the Civilian GS-0083 series
Supervisory Police Officers at Naval Station (NAVSTA) Newport, Rhode Island. Over the past

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several months we have professionally and patiently exhausted our Department of the Navy (DON) chain of command. References (a-d) have been unsuccessful attempts to resolve ongoing, intolerable and hostile working conditions that potentially jeopardize personal safety and the law enforcement and security mission at NAVSTA Newport. What you do not know is that we are now being targeted by Navy officials for our efforts. Our proverbial whistle blowing, i.e., exposing and challenging violations of law, regulations and mismanagement have done nothing more than put us on the defensive.

Before dismissing our assertions as paranoia, or unduly cautious unsubstantiated speculation, please consider the following, which a mere sampling of what we are enduring:

- On March 4, 2016 a motorist sent an email to the NAVSTA Newport Executive Officer, Commander Julie Sellerberg complaining that he was yelled at by (b) (6) while driving into the installation. Subsequent investigation on March 7, 2016 revealed that the motorist failed to obey (b) (6) traffic directions and failed to yield to a City of Newport Rescue, responding with lights and siren on mutual aid to the Navy base. There was no evidence of wrong doing and this was affirmed by the on-duty (b) (6) (b) (6) and the (b) (6). As of March 15, 2016 Commander Sellerberg and the (b) (6) will not accept the findings and have assigned another military member to solicit further complaints and investigation, while excluding the previous findings by the Director, Major and Watch Commander.

- After filing reference (a), Frederick E Crecelius, SES CNRMA, DCOM sent (b) (6) (b) (6) CNRMA (b) (6) to NAVSTA Newport. From March 8-10, 2016 he spoke with (b) (6) (b) (6) and the installation Commanding Officer, Executive Officer and the current Security Director/Precinct Commander. Unfortunately (b) (6) was on vacation all week.

- Prior to his departure on Thursday, March 10, 2016 the NAVSTA Newport Commanding Officer, Captain Dennis Boyer and (b) (6) met with (b) (6) (b) (6) and (b) (6) at 09:30 AM. Captain Boyer stated that (b) (6) (b) (6) visit was in response to our letters. Captain Boyer said that he was on our side and stated that Requests for Personnel Actions (RPAs) were being submitted through CNRMA to CNIC, to back fill the vacant supervisory police officer positions, restoring us to our former compliment of six (6) police watch commanders/patrol supervisors.

- Immediately following this meeting, Captain Boyer and (b) (6) met in private with the current NAVSTA Newport Security Director/Precinct Commander, (b) (6) (b) (6). During that meeting (b) (6) was reportedly directed to order all of the complaining Supervisory Police Officers to immediately begin screening to take annual physical

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agility tests. Furthermore, he was instructed to order us to purchase all new uniforms that comply with CNICINST 5530.14A. (b) (6) revealed that Captain Boyer emphatically stated that these orders would not come from (b) (6) or him, but they had to come from (b) (6).

▪ It should be noted that since the first incarnation of CNICINST 5530.14 in June 2011 no supervisory or non-supervisory police officer at NAVSTA Newport have ever been forced to take a post-employment annual agility test, even those police officers who were hired with that condition of employment. In fact, previous management and command officials at NAVSTA Newport rejected implementation until it could be universally applied across all ranks and all installations. The annual physical agility requirement was also never implemented at most other U.S. Naval bases in the Continental United States (CONUS). Now, all of a sudden, only the remaining supervisory police officers at NAVSTA Newport have been ordered to complete Pre-Agility Test Medical Screening no later than April 10, 2016.

▪ It should be noted that since the first incarnation of CNICINST 5530.14 in June 2011, uniform changes were never negotiated or implemented with the non-supervisory police officer's Union at NAVSTA Newport. To ensure financial fairness and uniformity, while maintaining a professional image, previous management and command officials at NAVSTA Newport rejected selective implementation of the new uniforms with the supervisory police staff. Until the new style uniforms were universally adopted across all ranks and all installations the decision was made to delay implementation and remain status quo. This trend continued after CNICINST 5530.14A was published in May 2013 and has remained unchanged to date. Now, all of a sudden, only the remaining supervisory police officers at NAVSTA Newport have been told to purchase all new uniforms, despite the fact that most other U.S. Naval bases in the Continental United States (CONUS) have not switched to the new uniforms.

• In response to reference (b), the NAVSTA Newport Commanding Officer, Captain Boyer finally designated an Operational Risk Management (ORM) Safety Sub-Committee examine the implications of supervisory and non-supervisory police over-time, as raised in references (c), (d) and our initial complaint to Captain Boyer. Designated committee members included NAVSTA Newport (b) (6), NAVSTA Safety Office officials, (b) (6) and (b) (6) and CNRMA Human Resources Representative, (b) (6).

○ At approximately 09:00 AM on March 11, 2016 (b) (6) and (b) (6) met with the NAVSTA Newport Security Director/Precinct Commander, (b) (6) and (b) (6) in the Director's office. (b) (6) and (b) (6) explained that their 'ORM Safety Sub-Committee Findings' were just rejected by the NAVSTA Newport (b) (6). She reportedly exclaimed that 'Hiring and Back-filling police Supervisors' is not an option and it was not going to happen. (b) (6) reportedly directed (b) (6) to order (b) (6) to draft a policy to rectify the over-time problem with the current compliment of personnel. She also alluded to the fact that if (b) (6) refused the order or fails to come up with a solution, she could always

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reprimand him. (b) (6) and (b) (6) said that they tried to explain the parameters of the ORM process and that they had no authority to do what she wanted, but she refused to listen.

- After the filing of reference (c) and commencement of reference (b), the NAVSTA Newport Executive Officer, Commander Julie Sellerberg re-opened (b) (6) 2015 year end Performance Appraisal, removed the digital signature of the Security Director/Precinct (b) (6) and deleted his evaluation of (b) (6) performance. Commander Sellerberg then designated herself as both Rating Official and Senior Rating Official and inserted assessments that were totally un-true, unfair and in no way reflected (b) (6) actual performance over the past year. Despite producing a two page, signed letter from the former (b) (6) (Ret.) corroborating these facts no action has been taken to rectify the matter or discipline Commander Sellerberg and any others involved.

The aforementioned are just a mere sampling of the ingoing escalation of harassment and retaliation we are being subjected to. The timing of these actions is not coincidental and the intent of these 'Ex Post Facto' targeted actions is clear evidence that the NAVSTA Newport Command staff and possibly CNRMA will stop at nothing to break our spirit and unjustly end our careers.

To no avail, we have made good faith attempts to resolve serious supervisory, manning, training and safety issues at NAVSTA Newport, at the lowest possible level. At every level within the Navy we have been ignored and retaliated against, while the situation at NAVSTA Newport persists and grows more intolerable each day. However, despite these issues, coupled with over 20 vacancies, budgetary constraints and equipment deficiencies, we still honor our oath of office, reporting for duty every day, serving and protecting the daily population at NAVSTA Newport.

In closing, it is with great despair, humility and desperation that we are appealing to you directly. We need your help and are pleading for any meaningful resolution and protection against the willful and malicious treatment we have faced and will undoubtedly continue to face! Our jobs are hard enough under current conditions, but the physical and emotional stressor we are enduring are starting to take a toll both at work and in our home-life. We look forward to hearing from you soon or possibly meeting with you in person to fully articulate all of the fraud, waste, abuse and corrupt retaliation taking place within the Law Enforcement/Security Department at NAVSTA Newport.

Respectfully,

(b) (6)

(b) (6)

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Memorandum

(b) (6)

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(b) (6)

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(b) (6)

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Memorandum

To: Honorable Ray Mabus,
Secretary of the Navy

From: (b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: February 18, 2016

- Ref: (a) Command Investigation into the Operations and Manning of Naval Station (NAVSTA) Newport, Security Department, 5830 Ser 00J/042, dated January 22, 2016 (551 pages)
- (b) Supervisory Civilian Employee Complaint to Commander, U. S. Fleet Forces Command (COMFLTFORCOM) and Commander, Navy Installations Command (CNIC), dated October 20, 2015
- (c) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Secretary Mabus,

The authors of this joint correspondence collectively comprise the remaining Supervisory Civilian GS-0083 series Police Officers at Naval Station (NAVSTA) Newport, Rhode Island. Throughout the past year we have unsuccessfully exhausted our internal and external chains of command to resolve ongoing intolerable, hostile and potentially unsafe working conditions at NAVSTA Newport. The problems are undeniable, yet the NAVSTA Newport Command continue their abuse of power, ignore directives, instructions and law, refuse to accept any responsibility or take corrective actions to remedy the situation. By default, CNRMA, COMFLTFORCOM and CNIC also condones these actions by failing to act.

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As Secretary of the United States Navy, we understand the tremendous demands on your time, but regretfully we have been forced to turn to you directly for some hopeful relief. We deeply apologize for this inconvenience, but we are left with nowhere else to turn. As evidenced below, this is a frustrating summary of the actions we have taken in an attempt to resolve significant and legitimate concerns at NAVSTA Newport, only to be ignored or dismissed at every level:

- **July 28, 2015:** After growing frustration with the Command and collective concerns over inadequate supervisory staffing, employee safety, training, violations of directives/instructions and other significant issues, the Supervisory Civilian Police Officers employed at NAVSTA Newport attempted to address and resolve their initial complaints and concerns at the lowest level possible. However, the installation Commanding Officer, Captain Dennis Boyer and his Command Triad failed to acknowledge or respond to our issues, which were subsequently resubmitted again on August 21, 2015 and once again ignored. The pursuance of the joint supervisory police complaint outside the local chain of command only resulted in retaliation, threats and perceived harassment by Captain Boyer and his Command Triad staff.
- **September 17, 2015:** Following Captain Boyer's continued refusal to acknowledge or address our issues and concerns, the Supervisory Civilian Police Officers employed at NAVSTA Newport appealed to Rear Admiral Rick Williamson, Commander, Navy Region Mid-Atlantic (CNRMA). Despite a visit to NAVSTA Newport approximately a week after receiving reference (c), Rear Admiral Rick Williamson also chose to ignore our collective complaint.
- **October 20, 2015:** After once again receiving no response to the issues raised in our complaint from Rear Admiral Williamson, the Supervisory Civilian Police Officers employed at NAVSTA Newport were forced to escalate our complaint to Admiral Phil Davidson, Commander, U. S. Fleet Forces Command (COMFLTFORCOM) and Vice Admiral Dixon Smith, Commander, Navy Installations Command (CNIC). Reference (b) was once again ignored by COMFLTFORCOM and CNIC. However, eight days later reference (a) was ordered to commence by CNRMA, the very command that we appealed to a month earlier.
- **October 28, 2015:** (b) (6), PMP, Inspector General, CNRMA initiated a Command Directed Investigation, ordered by Rear Admiral Williamson (CNRMA). He travelled to NAVSTA Newport, conducted interviews and completed his investigation on December 23, 2015. The investigation was formally endorsed on January 22, 2016 and in response to a Freedom of Information Act (FOIA) request collectively filed by the Supervisory Civilian Police Officers employed at NAVSTA Newport, it was released to us on January 28, 2016. It should also be noted that approximately 87 pages were withheld from our FOIA request, which we find unacceptable under the circumstances.

We share the utmost respect for (b) (6) and are grateful for his time and efforts, but reference (a) proved to be a complete waste of time. Considerations and recommendations were

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made, but no corrective measures have been implemented. Wrongdoing on the part of Captain Boyer was affirmed, yet nothing has changed. If anything, the NAVSTA Newport Commanding Officer and Executive Officer have stepped up their retaliation and animosity. Captain Boyer ordered removing a Navy master-at-arms (MAA) from supervisory police duties to assist in training junior master-at-arms for patrol officer duties, in direct violation of DoD Instruction 5525.15 and related CNIC HPD Advisories and instructions. This will also subject the Civilian GS-0083 series Supervisory Police Officers to even more unnecessary over-time and schedule changes. Commander Julie Sellerberg ordered all NAVSTA Newport law enforcement/security personnel undergo mandatory Equal Employment Opportunity (EEO), then lied to the Civilian GS-0083 series Supervisory Police staff with regard to what prompted the supplemental training. Disciplinary actions remain bias towards civilian staff, while violations by MAAs are ignored. The tensions between the NAVSTA Newport Command and the Law Enforcement and Security Department have never been worse and morale has never been so low.

The Civilian GS-0083 series Supervisory Police Officers also respectfully dispute some of the content, conclusions and recommendations contained in reference (a). Specifically:

1. Approximately eighty-seven (87) pages were withheld from our FOI request, which is unacceptable and suspect. We have no objection to the exclusion of names and personally identifiable information, but for 'transparency' purposes how are we NOT be entitled to any and all information pertinent to the complaint that WE collectively filed?

2. Reference (a) also overwhelmingly affirmed many of the issues raised in our complaint and sustained many of the allegations we made against the Commanding Officer, NAVSTA Newport. However no corrective remedies have been instituted and no punitive action has been taken against Captain Boyer. The 'requests for consideration' in reference (a) were also meaningless, because they are only directed at the Navy Region Mid-Atlantic level, which is powerless to fund, implement and enforce the changes that are needed.

3. Some of the recommendations in reference (a) even highlight the DoN's discriminatory bias and contempt for the civilian supervisory police officers at NAVSTA Newport.

- Recommendation # 3 on page 12 of reference (a) proposes consideration be given to developing 'TERM' government employment positions to bridge the gap as further attrition occurs with security supervision. Recommendation # 4 further proposes sending Navy master-at-arms (MAAs) to the Federal Law Enforcement Training Center (FLETC) for advanced law enforcement training, the same as civilian law enforcement employees, with the intention to promote MAs to supervisory status once they meet requirements.

- First, what is the logic behind creating 'TERM' positions for supervisory police officer positions that are clearly necessary and essential to the law enforcement and security mission. Does the DoN 'TERM' promote military personnel? These civilian supervisory police officer vacancies should be filled with full-time, permanent positions, enabling career

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enrichment and progression for civilian employees. The former OPNAVINST 5530.14C cited the correct 'rule of thumb' staffing ratio (... *a post manned 24 hours a day, seven days a week needs approximately six personnel...*). This is the Civilian GS-0083 series Supervisory ratio that had always been used successfully in Patrol Operations at NAVSTA Newport. One GS-0083-09 Police Watch Commander and one GS-0083-08 Police Patrol Supervisor on each shift. This ensures optimum supervisory presence, leadership consistency, progressive experience and expertise and eliminates over-time for regular days off, vacations, sick leave, etc.

o Secondly, it is logistically and financially doubtful that the DoN will send Navy MAAs to the FLETC Uniformed Police Training Program (UPTP). However, even if this occurs, promoting MAAs to supervisory status immediately following initial training is ridiculous and contradicts Inspector (b) (6) earlier statement in reference (a) [*MAAs have minimal training in law enforcement operations making them "generally" unsuitable for supervisory positions*]. The junior most Supervisory Civilian Police Officer employed at NAVSTA Newport has over fifteen years of knowledge, education, training and experience exclusively at NAVSAT Newport, Rhode Island. Any reasonably objective person can recognize that this level of veteran police experience and expertise is unmatched when compared to Navy MAAs fresh out of initial training or when Permanent Change of Station (PCS) moves Navy MAAs from one duty station to another every couple of years.

o Thirdly, with limited exceptions police work at naval bases within the Continental United States (CONUS) are no different than that of state, county or municipal law enforcement agencies. Most civilian law enforcement agencies require police officers to be employed within the agency for 3-5 years before he/she can even compete for the rank of Sergeant (Patrol Supervisor). Following promotion, he/she is generally required to serve 2 years as a Sergeant before competing for advancement to the rank of Lieutenant (Watch Commander) and so on up through the ranks. This ensures progressive supervisory proficiency and experience throughout the ranks of the agency. As previously stated, the civilian police officers at NAVSTA Newport are the reliable constant. Unlike disadvantaged MAAs who constantly PCS, civilian GS-0083 series law enforcement personnel continuously serve and protect NAVSTA Newport day after day, year after year, decade after decade. They grow and change with the installation and progressively become more and more knowledgeable in site specific practices, procedures and local laws.

As previously stated in past complaints, we will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal to the best of our abilities. We proudly fulfill our duty obligations; despite our complaints constantly being ignored, despite ongoing hostile and potentially unsafe working conditions and despite the erosion of morale and deplorable treatment by the DoN. Unlike our military chain of command, our complaints, concerns and demeanor have been professional, not personal. The DoN acknowledges the problems, yet we are scorned for taking a stance to solve the problems before a tragedy occurs.

In closing, we want to thank you for your time and any consideration offered in this matter. We remain vigilant and confident that it is within your power to resolve or order resolution to these

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problems at NAVSTA Newport. If the Department of the Navy (DoN) continues it's unwillingness to remedy the situation and ignore our pleas for help, we will be forced to seek relief through our Senate and Congressional representatives or expose these issues to the public media. We look forward to hearing from you soon.

Respectfully,

(b) (6)

(b) (6)

(b) (6)

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(b) (6)

cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

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Memorandum

To: Admiral Phil Davidson (USN)
Commander, U. S. Fleet Forces Command (COMFLTFORCOM)

Vice Admiral Dixon Smith (USN)
Commander, Navy Installations Command (CNIC)

From: (b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

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(b) (6) Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: October 20, 2015

Ref: (a) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Admiral Davidson and Vice Admiral Smith,

The authors of this joint complaint collectively make up the remaining supervisory civilian GS-0083 series police officers at Naval Station (NAVSTA) Newport, Rhode Island. Reference (a) to this correspondence, summarizes only some of our complaints against the Commanding Officer, NAVSTA Newport, Captain Dennis R. Boyer (USN) and where applicable, his command triad staff.

As previously stated in reference (a), we attempted to resolve these matters at the lowest level possible, but Captain Boyer failed to respond to or even acknowledge our complaints, which were processed through the chain of command on July 28, 2015 and subsequently resubmitted again on August 21, 2015. He consistently shows no care or concern for his civilian personnel or the laws, directives and instructions we are sworn to uphold.

Memorandum

Finding no resolution or satisfaction from Captain Boyer we submitted reference (a) to Rear Admiral Rick Williamson, Commander, Navy Region Mid-Atlantic (CNRMA), the next level within his chain of command. Unfortunately, as of this date Rear Admiral Williamson has also failed to respond or even acknowledge our complaints. This is especially disturbing and upsetting because Rear Admiral Williamson even visited NAVSTA Newport the week after receiving our complaint and failed to seize the opportunity to meet with us to discuss our issues. Being trivialized and ignored in this manner has forced us to proceed beyond the CNRMA level.

As for the here and now, elevating our complaint to the next level was somewhat problematic, since both CNIC and COMFLTFORCOM have a bearing on the issues we raise. This is why we have decided to contact both of you. We only hope that you will apply those bedrock principles and core values of the Navy (HONOR, COURAGE and COMMITMENT) and finally address reference (a) with us.

Regrettably, nothing significant has changed since our initial complaint and in some aspects, matters have worsened. Upon learning of our complaint to Rear Admiral Williamson, Captain Boyer's first reaction was threats of collective retaliation against the civilian (GS-0083) supervisory police officers, i.e., threatening to reassign the Operations Officer to patrol officer duties, changing police watch commander and patrol supervisor shift assignments and increasing their duty shifts to twelve hours daily and implying that a consequence for filing our complaint could result in the Navy eliminating our jobs and replacing all civilian police officers with military personnel. Fortunately, cooler heads prevailed. Intervention and guidance from our former civilian Security Director/Precinct Commander reportedly convinced Captain Boyer not to act on his retaliatory impulses. More importantly, his first reaction offers a glimpse into Captain Boyer's animosity towards us, his prejudice towards civilian employees and his dismissal of the issues raised in reference (a).

We want to stress that we never sought out an adversarial relationship with Captain Boyer or the Navy. It takes us no more pleasure writing these complaints than it does for you to read them. However, unlike the military, we do not PCS (Permanent Change of Station) and change duty locations every few years. As Federal civil service employees, the civilian supervisory and non-supervisory police officers at NAVSTA Newport are the constant and stabilizing law enforcement and security element. Our careers are firmly planted here in Newport. We help make up the permanent community at NAVSTA Newport and we are always been committed to providing the highest level of service and protection to this installation, including the fifty other naval and defense commands and activities we patrol. Like our military counterparts, Federal 'civilian' service employees also proudly serve the Navy, but sadly we are looked upon in a much different light. The bias statements, views and actions of Captain Boyer, his command staff and perhaps the Navy in general have never been more evident. The resounding perception is that civilian employees do not matter. We are viewed as an insignificant nuisance, rather than valuable and contributing assets to the mission.

Memorandum

Just as we could never presume upon or fathom the complexities of your position(s), you cannot appreciate our roles as supervisory police officers. Just as your superiors trust in your ability to manage your commands and you invoke that concept down the chain of command, please trust in our law enforcement and security expertise at the roots level. Nobody is better suited than us to comment on law enforcement and security operations at NAVSTA Newport and reference (a) illustrates growing problems that you cannot afford to ignore.

In spite of the diminishing emphasis on the civilian police component at NAVSTA Newport, despite our complaints being ignored by our installation and regional commanders and in spite of the ongoing hostile and potentially unsafe working conditions, we will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal to the best of our abilities.

In closing, we want to both apologize for having to bring this matter to your level and sincerely thank you for all time and consideration offered in this matter. We look forward to hearing from you soon and hopefully rectifying some, if not all of the problems and concerns we raised.

Respectfully,

(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

Encl: Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Memorandum

To: Admiral Phil Davidson (USN)
Commander, U. S. Fleet Forces Command (COMFLTFORCOM)

Vice Admiral Dixon Smith (USN)
Commander, Navy Installations Command (CNIC)

From: (b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: October 20, 2015

Ref: (a) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Admiral Davidson and Vice Admiral Smith,

The authors of this joint complaint collectively make up the remaining supervisory civilian GS-0083 series police officers at Naval Station (NAVSTA) Newport, Rhode Island. Reference (a) to this correspondence, summarizes only some of our complaints against the Commanding Officer, NAVSTA Newport, Captain Dennis R. Boyer (USN) and where applicable, his command triad staff.

As previously stated in reference (a), we attempted to resolve these matters at the lowest level possible, but Captain Boyer failed to respond to or even acknowledge our complaints, which were processed through the chain of command on July 28, 2015 and subsequently resubmitted again on August 21, 2015. He consistently shows no care or concern for his civilian personnel or the laws, directives and instructions we are sworn to uphold.

Memorandum

Finding no resolution or satisfaction from Captain Boyer we submitted reference (a) to Rear Admiral Rick Williamson, Commander, Navy Region Mid-Atlantic (CNRMA), the next level within his chain of command. Unfortunately, as of this date Rear Admiral Williamson has also failed to respond or even acknowledge our complaints. This is especially disturbing and upsetting because Rear Admiral Williamson even visited NAVSTA Newport the week after receiving our complaint and failed to seize the opportunity to meet with us to discuss our issues. Being trivialized and ignored in this manner has forced us to proceed beyond the CNRMA level.

As for the here and now, elevating our complaint to the next level was somewhat problematic, since both CNIC and COMFLTFORCOM have a bearing on the issues we raise. This is why we have decided to contact both of you. We only hope that you will apply those bedrock principles and core values of the Navy (HONOR, COURAGE and COMMITMENT) and finally address reference (a) with us.

Regrettably, nothing significant has changed since our initial complaint and in some aspects, matters have worsened. Upon learning of our complaint to Rear Admiral Williamson, Captain Boyer's first reaction was threats of collective retaliation against the civilian (GS-0083) supervisory police officers, i.e., threatening to reassign the Operations Officer to patrol officer duties, changing police watch commander and patrol supervisor shift assignments and increasing their duty shifts to twelve hours daily and implying that a consequence for filing our complaint could result in the Navy eliminating our jobs and replacing all civilian police officers with military personnel. Fortunately, cooler heads prevailed. Intervention and guidance from our former civilian Security Director/Precinct Commander reportedly convinced Captain Boyer not to act on his retaliatory impulses. More importantly, his first reaction offers a glimpse into Captain Boyer's animosity towards us, his prejudice towards civilian employees and his dismissal of the issues raised in reference (a).

We want to stress that we never sought out an adversarial relationship with Captain Boyer or the Navy. It takes us no more pleasure writing these complaints than it does for you to read them. However, unlike the military, we do not PCS (Permanent Change of Station) and change duty locations every few years. As Federal civil service employees, the civilian supervisory and non-supervisory police officers at NAVSTA Newport are the constant and stabilizing law enforcement and security element. Our careers are firmly planted here in Newport. We help make up the permanent community at NAVSTA Newport and we are always been committed to providing the highest level of service and protection to this installation, including the fifty other naval and defense commands and activities we patrol. Like our military counterparts, Federal 'civilian' service employees also proudly serve the Navy, but sadly we are looked upon in a much different light. The bias statements, views and actions of Captain Boyer, his command staff and perhaps the Navy in general have never been more evident. The resounding perception is that civilian employees do not matter. We are viewed as an insignificant nuisance, rather than valuable and contributing assets to the mission.

Memorandum

Just as we could never presume upon or fathom the complexities of your position(s), you cannot appreciate our roles as supervisory police officers. Just as your superiors trust in your ability to manage your commands and you invoke that concept down the chain of command, please trust in our law enforcement and security expertise at the roots level. Nobody is better suited than us to comment on law enforcement and security operations at NAVSTA Newport and reference (a) illustrates growing problems that you cannot afford to ignore.

In spite of the diminishing emphasis on the civilian police component at NAVSTA Newport, despite our complaints being ignored by our installation and regional commanders and in spite of the ongoing hostile and potentially unsafe working conditions, we will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal to the best of our abilities.

In closing, we want to both apologize for having to bring this matter to your level and sincerely thank you for all time and consideration offered in this matter. We look forward to hearing from you soon and hopefully rectifying some, if not all of the problems and concerns we raised.

Respectfully,

(b) (6)

(b) (6)

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(b) (6)

cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

Encl: Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Memorandum

To: Rear Admiral Rick Williamson (USN)
Commander, Navy Region Mid-Atlantic (CNRMA)

From: (b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

(b) (6)
(b) (6) Naval Station Newport, Rhode Island

Subj: SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT

Date: September 17, 2015

Ref: (a) 5 C.F.R. § 2635.101(b)
(b) 10 U.S.C. §§ 801 – 946 (as amended).
(c) DoD Instruction 5525.15
(d) DOD Instruction 6055.4
(e) USFFC OPOD 3300 (series)
(f) OPNAVINST 5100.12J
(g) OPNAVINST 5530.14E
(h) CNICINST 5530.14A
(i) NTTP 3-07.2.1
(j) NTTP 3-07.2.3

Rear Admiral Williamson,

We have never had the honor and pleasure of meeting personally, but defer to your authority as Commander Navy Region Mid Atlantic (CNRMA). First and foremost, we are NOT covered by an exclusive bargaining agreement or have any union affiliation. However, we collectively make up the remaining supervisory civilian police officers at Naval Station (NAVSTA) Newport. As such, we are morally and ethically duty bound to elevate the following civilian employee complaint to your level against the Commanding Officer, NAVSTA Newport,

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Memorandum

Captain Dennis R. Boyer (USN) and where applicable, NAVSTA Newport (b) (6)
(b) (6) and NAVSTA Newport (b) (6)
(b) (6).

Unfortunately, Captain Boyer has failed to acknowledge or respond to formal supervisory complaints processed through the chain of command on July 28, 2015 and subsequently resubmitted on August 21, 2015. The following issues are not only procedurally violating in nature, they have potentially life threatening implications to the civilian police who serve and protect NAVSTA Newport, but the general public as well.

COMPLAINT 1. Officer Safety and Violation of Lawful Regulations

1. Failure to properly recruit, hire and retain civilian police officers and supervisory police officers at NAVSTA Newport undoubtedly compromises our ability to sustain a robust law enforcement, antiterrorism and physical security posture, jeopardizing the overall security mission.
2. Staffing shortages approaching nearly 50% also present another undeniable consequence - The fatigue, anxiety and stress placed on civilian police officers and supervisory police officers at NAVSTA Newport who are forced to work countless over-time hours, to compensate for manning deficiencies. Personnel are routinely working sixteen (16) hour duty shifts, several days per week, in violation of maximum on-duty driving times and duty periods.
 - a. The joint supervisory civilian police officer complaint lodged against Captain Boyer on July 28, 2015 specifically cited these direct violations of Appendix 3 to Enclosure 3 of reference (d), page 23 and reference (f), pages 15-16.
 - b. As the Commanding Officer, NAVSTA Newport, Captain Boyer is not only privy to these violations he supports and endorses them, as evidence by his weekly review and approval of the duty schedule, commonly referred to as the watch bill. We assert that Captain Boyer's willful failure to obey the aforementioned lawful regulations as de facto violations of § 892, Article 92 of the Uniform Code of Military Justice (UCMJ).
 - c. By default, adhering to and implementing watch bills approved by Captain Boyer has placed the supervisory civilian police officers in a very uncomfortable and precarious position. If a subordinate civilian police officer is injured or killed, or he/she injures or kills another person as a result of driver fatigue, we would be culpable for furthering the violations of DoD instruction 6055.4 and OPNAVINST 5100.12J, needlessly exposing us to potential civil or criminal action.
 - d. Negligence due to fatigue on duty is also not being considered, i.e., implications to the law enforcement and security mission and accountability. What happens if a member falls asleep on watch? Furthermore, how do we hold that person accountable under such conditions?

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Memorandum

COMPLAINT 2. Financial Fraud, Waste and Abuse

1. Since 2004 NAVSTA Newport previously staffed one (1) supervisory Police Watch Commander (Lieutenant) and one (1) supervisory Police Patrol Supervisor (Sergeant) on each of three (3) duty shifts. This layered level of supervision ensured optimum coverage on every shift.

a. Civilian Police Watch Commanders and Patrol Supervisors at NAVSTA Newport represent the continuity of core leadership, knowledge and expertise within the Security Department. We epitomize good judgment, prudence, and logic and relate these traits to the varied skills and talents necessary in police leadership. Together, the remaining civilian supervisory police officers at NAVSTA Newport possess an average of 23.4 years of law enforcement knowledge, education, training and experience at this installation. In comparison with civilian supervisory police personnel, Navy Master-at-Arms lack the skills, longevity, familiarity and local proficiency to adequately perform supervisory police duties in CONUS.

2. In 2012 the Mission Profile Validation - Protection (MPV-P) eliminated "all" supervisory Police Watch Commander and Police Patrol Supervisor positions at NAVSTA Newport. Through attrition all civilian police supervisors will be removed from the department. Since 2012 one (1) supervisory Police Watch Commander (Lieutenant) and one (1) supervisory Police Patrol Supervisor (Sergeant) have retired and the vacancies created were never filled.

a. OPNAV Instruction 5530.14E, Appendix A to Enclosure 1 clearly states all shore installations and activities will be validated using the MPV-P. This is the Chief of Naval Operations (CNO) (N4) developed model used to determine posts required to meet protection requirements, associated staffing and resource options. It further states that the MPV-P is the only approved model authorized for use to determine and validate shore installation and activity security post and staffing requirements.

3. Captain Boyer and his predecessors have repeatedly authorized paying overtime compensation to civilian Police Watch Commander and/or Police Patrol Supervisor vacancies at NAVSTA Newport.

a. Most notably, supervisory over-time is being expended to fill the vacancies created by the aforementioned retirements, during existing supervisory leave periods or during times of illness. We are being strenuously overworked, filling positions that are clearly essential and necessary but they do not exist according to the MPV-P.

b. Supervisory over-time has also increased exponentially, for non-supervisory police patrol vacancies. Supervisors are also picking up the proverbial 'slack' for the police officers being forced to fill numerous patrol related vacancies.

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4. Authorizing and paying over-time compensation for 'non existent' supervisory police officer vacancies at NAVSTA Newport is overwhelming evidence of Fraud, Waste and Abuse. Quite simply, how is it fiscally responsible or ethical to expend Navy funds on positions that the Navy ridiculously eliminated? The fact of which has been reported to the Department of Defense Inspector General Hotline, because it is not good stewardship.

a. We acknowledge that Captain Boyer is not solely culpable in this matter. Clearly, the logical and responsible action in this matter is to revalidate all Police Watch Commander and Patrol Supervisor positions at NAVSTA Newport, whose roles and responsibilities are annotated throughout references (g), (h) and (i).

(1) A point paper supporting the proposition to revalidate three (3) Police Watch Commander and three (3) Patrol Supervisor positions at NAVSTA Newport was submitted to and rejected by Captain Boyer on August 31, 2015. Instead, he continues to fund the 'non existent' supervisory positions to the detriment of the remaining supervisory police officers on staff, rather than advocate for the obvious solution to this dilemma.

(2) This proposed revalidation parallels the supervisory police chain of command in all surrounding state and municipal law enforcement agencies of comparable size and is far less layered and redundant than the vast ranks within the military branches.

COMPLAINT 3. Unfair Labor Practice (ULP) Violations

1. On July 24, 2015 Captain Boyer made numerous changes to and directed implementation of the 26 July 26 through August 1, 2015 NAVSTA Newport Police watch bill. His changes needlessly created over-time vacancies and violated a previously signed agreement between Management and the exclusive representative for the non-supervisory police officers, International Brotherhood of Police Officers (IBPO) – Local 479. As challenged by the police officer's union, this was an undeniable violation of Title 5 U.S. Code § 7116 (Unfair Labor Practice).

a. Civilian supervisory police leadership at NAVSTA Newport clearly warned management officials, via the chain of command. Captain Boyer was advised and ignored the counsel of management.

b. By default, adhering to and implementing Captain Boyer's actions forced civilian supervisory police officers to be complicit and further violate Title 5 U.S. Code § 7116. We therefore obeyed what we believed to be an unlawful order and did so under protest. We collectively requested a waiver from Captain Boyer absolving us from any responsibility in this matter and was ignored.

c. During his meeting with 'non-supervisory' bargaining unit police officers on August 17, 2015 Captain Boyer freely admitted culpability and accepted responsibility for committing the Unfair Labor Practice. However, he attributed the violation as unintentional because he was

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given poor advice by supervisory leadership. Even though he failed to name any particular supervisor, he scapegoated police leadership for his subjective and lone actions.

COMPLAINT 3. Miscellaneous

1. Complaint(s) 1-3 are only at the forefront of our collective supervisory concerns. There are far too many others to list in a single correspondence and some parallel complaints leveled by the collective bargaining unit of 'non-supervisory' civilian police officers. However, the following is a mere summary of additional issues directly impacting civilian police supervisors.

a. Micromanagement and criticism of supervisory civilian police officers.

(1) Following adherence to ambiguous and often conflicting language and requirements in references (g) through (j).

b. Significantly increased ancillary administrative and collateral duties, regardless of our drastic manpower shortages. In military terms, this can also be attributed to "mission creep".

c. Compulsion and increased pressure to qualify Navy Master-at-Arms personnel to perform law enforcement duties, who fail to meet the minimum 'prerequisite' training requirements mandated in Enclosure (4) to reference (c).

(1) Successful completion from the Uniformed Police Training Program (UPTP) at the Federal Law Enforcement Training Center (FLETC) and/or a compliance equivalent, satisfies DoD and CNIC minimum training standards for civilian police officers in the DoN. The FLETC-UPTP course is 59 instructional days in length. There are a total of 485:30 course hours in the program, excluding afterhours computer based training, which is an individual effort. In contrast, Navy Master-at-Arms only receive a mere 8 hours of law enforcement training during their 7 week "A" School. Reference (c) stipulates that the 'minimum' training standards are uniform across the military components for all GS-0083 series civilian police officers and military police personnel, prior to commencing law enforcement duties.

(2) Compelling civilian supervisory police officers at NAVSTA Newport to come up with a plan to train and qualify Navy Master-at-Arms personnel in violation of reference (c) is unrealistic, unattainable and has serious liability implications for all parties involved.

d. Training To Fail, Because We Fail To Train. This is another significant burden and source of anxiety for the civilian supervisory police leadership. Our depleted manning prevents us from participating in any actual training. Microsoft PowerPoint is an ineffective means of teaching "hands on" tactics and the time required for computer based training is unreasonable and often unattainable due to mission requirements.

We truly understand the constraints on your time and hoped to avoid troubling you with these issues. However, our professional and personal concerns for safety, order and discipline left us

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Memorandum

with no choice. Understandably, our issues are not unique to NAVSTA Newport, but this is our installation and our home. We will continue to protect, serve and defend NAVSTA Newport and safeguard the lives of all personal on board. We only wish that we had the tools, resources and support to "fight the enemy" without "fighting our own fatigue" in the process.

In closing, we would like to thank you for this opportunity to present our complaints and concerns. We look forward to your response and resolution.

Respectfully,

(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



CC: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

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6

Memorandum

To: (b) (6)
Deputy Security Director, Naval Station Newport, Rhode Island

From: (b) (6)
(b) (6) Naval Station Newport, Rhode Island

Subj: CIVILIAN EMPLOYEE COMPLAINT: HOSTILE WORKING CONDITIONS

Date: April 26, 2015 (Sunday)

Ref: (a) 5 C.F.R. § 2635.101(b)
(b) 10 U.S.C. §§ 801 – 946 (as amended).
(c) DoD Instruction 1400.25, Vol. 771
(d) HRO Norfolk Civilian Personnel Manual

(b) (6)

1. After careful consideration, I am regretfully compelled to file the following civilian employee complaint, in accordance with section(s) 3.a.(1) of reference (c) and 9.c.(1-2), Chap. 22 of reference (d). As my immediate supervisor, the following is being submitted for your attention and action.

2. COMPLAINT.

a. Hostile working conditions and environment, described as ongoing and recurring incidents of harassment, unprofessional and potentially illegal behavior prohibited by references (a) and (b), perpetrated solely, in part or jointly by the Naval Station (NAVSTA) Newport Commanding Officer, Captain Dennis Boyer, NAVSTA Newport Executive Officer, Commander Julie Sellerberg and NAVSTA Newport (b) (6)
(b) (6).

b. The aforementioned behavior is believed to be retaliatory for candid revelations made by the Complainant during a Security Manning meeting held at BLDG 690 in February 2015. In attendance were Captain Boyer, Commander Sellerberg, (b) (6) and the complainant. Following Captain Boyer's permission to speak freely, the complainant expressed workplace concerns and cited numerous examples of:

(1) Command micro-mismanagement impacting law enforcement and security operations within the Security Department at NAVSTA Newport.

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(2) Repeated incidents of unprofessional, unethical and legally questionable conduct by the NAVSTA Newport Command Master Chief.

(3) Violation of OPNAV instructions by the Executive Officer, which were witnessed by members of the exclusive bargaining unit (International Brotherhood of Police Officers (IBPO) Local 479) and challenged by the Union President with the Complainant.

(4) The growing divide between military and civilian members of the Security Department, being fueled by the actions of the Command Triad. Specifically, numerous incidents of military favoritism and a disparity between disciplinary actions taken against civilian police officers and Master-At-Arms personnel.

(5) Operational and safety concerns due to: Dangerously low staffing levels, impacts of unattainable supervisory coverage due to CNIC reductions, overall low morale and the general feeling of mistrust of the Command by members of the Security Department.

(6) Additional training, qualification and proficiency issues plaguing the Security Department.

c. The Complainant alleges being subjected to hostile working conditions, categorized as an environment of ongoing and recurring acts of harassment and unprofessional behavior, including but not exclusively limited to:

(1) Comments made to the Security Director by Captain Boyer, shortly after the Security Manning Meeting. Captain Boyer questioned the validity of the Security Department Operations Division Officer position, exclaiming words to the affect, "what does (b) (6) really do... I just don't see the value in his position".

(2) Ongoing and escalating character assassination by the Command Master Chief, including, but not limited to:

(a) Criticizing and questioning the Complainant's abilities, professionalism and leadership traits to the Deputy Security Director.

(b) Making unfounded, unsubstantiated and blatantly false statements concerning the Complainant's integrity.

1. Most recently, on April 7, 2015 she accused me of creating a hostile work environment, based on alleged comments made by a Master-At-Arms, First Class Petty Officer. It should be noted that these alleged comments were made in circumvention of the chain of command and later proven to be false. However, no action was taken against the member by the Command Master Chief and she persisted as if the falsifications were substantiated. Here continued comments concerning my performance are malicious, harassing and maligning. Not

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only are her actions unprofessional and unethical, but her comments are both unsubstantiated and outright falsifications.

(3) Recent unprofessional discourse with one of the Complainant's subordinate Patrol Supervisors.

(a) On April 21, 2015 the Deputy Security Director informed the Complainant that a Master-At-Arms, Second Class Petty Officer was reportedly "grilled" about the Complainant during the member's check-out process with the Executive Officer. Later that morning, the Master-At-Arms, Second Class Petty Officer in question exclaimed words to the affect that, *"all the XO talked about during my check-out was you... She wanted to know what you actually do... What exactly you do on a daily basis and stuff like that..."* It should be noted that Second Class Petty Officer's comments were made from the hallway outside the Complainant's office, overheard by the Security Director, Deputy Security Director and subordinate employees.

(b) The Complainant telephoned the Executive Officer at approximately 13:00 and asked her how he could be of assistance to her. When she questioned what he was referring to, The Complainant informed her what the Second Class Petty Officer had told him, stating that he was apparently the object of her curiosity. As a result, she was asked what aspects of the Complainant's job she wanted clarified, so a factual and thorough response could be provided.

1. Commander Sellerberg blatantly denied what the Second Class Petty Officer had said, claiming the discussion was about the Complainant providing a great deal of training, so she was questioning why the Training Officer was not doing his job.

2. The Complainant explained to Commander Selleberg that like many personnel within the Security Department, he performs numerous administrative and ancillary tasks that are generally outside his position, ie., researching and revising over eighty post orders, policies and procedures; numerous local instructions; MOAs/MOUs; legal and training references; recruitment and labor relation actions, etc. He also let her know that he consistently performs more independent training annually than all other members of the Security Department combined, to stay current and be at the top of his game. The entire telephone conversation with Commander Sellerberg was overheard and witnessed in the Complainant's office, at his request, by the Security Director and Deputy Security Director.

3. The conversation with Commander Selleberg ended amicably, but almost immediately after the telephone call ended the Security Director as summoned to meet with Captain Boyer. Commander Selleberg had apparently told Captain Boyer that all the Complainant does all day is complete online training, during on-duty government time, to pad his resume. Although the Security Director had reportedly explained what actually took place, the damage had been done.

d. The aforementioned actions and behaviors by members of the Command Triad are a irrefutable evidence of malicious and concerted attempts to damage the Complainant's personal

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Memorandum

and professional reputation through unsubstantiated and/or fabricated allegations, designed to undermine his position as the Operations Division Officer, destroy his long established rapport with supervisors and subordinates and potentially sabotage his future career advancement aspirations at NAVSTA Newport.

3. PROPOSED REMEDIES.

a. As the civilian supervisory employee impacted and affected this Complainant respectfully requests the following:

(1) Recognition, acknowledgment and immediate intervention regarding the cited actions and discovery of the root causes and motivations of those involved.

(2) Immediate cessation of the previously cited actions and behaviors against the Complainant, by members of the Command Triad.

(3) Impartial review of this complaint and if warranted, corrective action up to and including disciplinary action for the affected personnel for any sustained violations contained in reference (a) and/or the Punitive Articles contained in reference (b). This includes any acts previously taken and for any future occurrences following this complaint.

(4) Stipulation that any official discussions with the Complainant and those named in this complaint be held in the presence of the Complainant's supervisor(s), the Officer of General Council and/or Inspector General. Audio transcript recordings of any such discussions would be an acceptable alternative.

4. CONCLUSION.

a. In contrast to the baseless personal attacks made by the Command Triad to negatively portray this Complainant, my record to date at NAVSTA Newport has been exemplary. My qualifications, performance, personal achievements and accolades are both factual and verifiable.

b. Despite enduring undue physical and emotional distress as a result of the Command Triad's behavior, this Complainant continues to perform all occupational duties and responsibilities to the best of his abilities.

c. If Alternative Dispute/Problem Solving is unsuccessful in resolving this complaint and/or if the described pattern of abuse persists, this Complainant reserves the right to pursue this matter further. This may include filing of an Administrative Grievance in accordance with the

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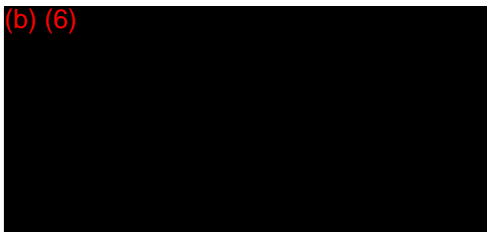
Memorandum

procedures outlined in references (c) and (d), seeking other avenues of relief within Department of the Navy, Department of Defense or other applicable entities or appealing for Congressional assistance through my elected officials. It is my professional duty and responsibility to ensure that these abuses of power and position not be tolerated again at NAVSTA Newport, especially after the painful lessons we learned from past administrations, that my predecessor was criticized for not opposing at the time.

In closing, thank you in advance for all of your time and efforts in this matter.

Respectfully submitted,

(b) (6)



(b)
(6)



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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015
From: (b) (6) Newport, N3AT
Sent: Friday, August 21, 2015 8:09
To: (b) (6) NAVSTA Newport, N3AT; (b) (6) NAVSTA
Newport, N3AT
Cc: (b) (6) NAVSTA Newport, N3AT; (b) (6)
NAVSTA Newport, N37D; (b) (6) NAVSTA Newport, N3AT;
(b) (6) NAVSTA Newport, N3AT
Subject: FORMAL COMPLAINT - NAVSTA Supervisory Police Officers - Follow-
Up_21AUG2015
Signed By: (b) (6)

Importance: High

(b) (6)

Having received no formal response to the supervisory complaint lodged on 28JUL2015, I just wanted to make a follow up inquiry.

With regard to Complaint (1), I acknowledge that CAPT Boyer freely accepted responsibility for his actions regarding the schedule changes when he met with the Union and relayed that to the police supervisors. The police supervisor's recurring perception of "micro-management" by the Command was also discussed with CAPT Boyer following his meeting with the Union and on 17AUG2015 during our weekly Security Sync. Meeting. I believe that this complaint has been sufficiently addressed.

As for the Complaint (2), the supervisory police staff remain united in our position and would like a formal response. First, the persistent violations of the maximum on-duty driving times for police officers is a serious safety and liability concern for all of us. Secondly and most importantly, the lack of sufficient supervisory police staffing is becoming intolerable. As discussed with CAPT Boyer on numerous occasions, NAVSTA Newport Police traditionally and accurately staffed a police watch commander and patrol supervisor for each of the three watch sections. The 2012 MPV-P ridiculously eliminated all police watch commander and patrol supervisor billets at NAVSTA Newport. Since that time both (b) (6) (MIDS Watch Commander) and (b) (6) (EVES Patrol Supervisor) left Federal civilian service and their positions were never recruited/filled. However, we have continuously been paying supervisory police over-time to compensate for those losses. Whenever one of the remaining police watch commanders/patrol supervisors is sick or on leave we pay over-time to fill their positions.

On the one hand, funding "non-validated" positions could be viewed as an abuse, or misuse of government funds. On the other hand, since these positions are defined and referenced in OPNAVINST 5530.14E, CNICINST 5530.14A, NTP 3-07.2.3, etc., it indicates they are essential and a serious lapse in judgment was made in eliminating them. From the police supervisor's perspective the Navy cannot have it both ways; positions cannot be "eliminated" through attrition, then work the remaining

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015
supervisors to death, sixteen hour shift after sixteen hour shift to plug holes
created by the MPV-P.

As the Law Enforcement/Security Operations Division Officer, I am the immediate
supervisor and
advocate for the police supervisors, so I implore you to exhaust all efforts to
rectify this issue
immediately --- for the safety of our supervisors, the operational integrity of this
agency and the
potential liability to the DoN and this Command if a tragedy occurs. The solution
is simple, restore both
(b) (6) and (b) (6) former positions.

Respectfully,

(b) (6)

Naval Station Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841
OFFICE: (b) (6)
CELL: (b) (6)
DISPATCH: (401) 841-4041
FAX: (401) 841-2648
DSN: (b) (6)
(b) (6)

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~~the Act which~~
~~permits disclosure to individuals within the Department of Defense (DoD) with an~~
~~official need to know.~~
~~Release of such protected information outside of the DoD is prohibited.~~

-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Tuesday, August 04, 2015 6:47
To: (b) (6) NAVSTA Newport, N3AT
Subject: RE: FORMAL COMPLAINT - NAVSTA Newport Supervisory Police Officers -
28JUL2015
Signed By: (b) (6)

(b) (6)

Do we have any update or response to our complaint yet, regarding this issue?

V/R

(b) (6)

Naval Station Newport Police Department Naval Station Newport RI.
Bldg 1373 Simonpietri DR. 02841
Ph# (b) (6)
Fax#1-401-841-2648.

Page 2

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015

(b) (6)

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT

Sent: Wednesday, August 19, 2015 13:12

To: (b) (6) NAVSTA Newport, N3AT

Subject: RE: FORMAL COMPLAINT - NAVSTA Newport Supervisory Police Officers - 28JUL2015

Signed By: (b) (6)

(b) (6)

Respectfully request a status of the below complaint sent collectively on 28 July 2015.

Respectfully submitted,

(b) (6)

Naval Station Newport Police Department
1373 Simonpietri Dr.
Naval Station Newport, RI 02841
COMM: (b) (6)
DSN: (b) (6)
FAX: 401-841-3120

(b) (6)

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Per DON CIO Message 171625Z Feb 12, PII may no longer be transmitted via fax as of 1 Oct 12; if you are unable to reply via encrypted e-mail, you can utilize the Safe Access File Exchange (SAFE) at:
<https://safe.amrdec.army.mil/safe2/>
<<https://naeaquazef92.nadsusea.nads.navy.mil/exchweb/bin/redir.asp?URL=https://safe.amrdec.army.mil/safe2/>> to provide your response in a secure manner.

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015

-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Sunday, August 02, 2015 17:03
To: (b) (6) NAVSTA Newport, N3AT
Subject: RE: FORMAL COMPLAINT - NAVSTA Newport Supervisory Police Officers - 28JUL2015
Signed By: (b) (6)

(b) (6)

I have just returned back from vacation and I was just checking on the status of this complaint and if we have heard anything back from the director.

Respectfully,

(b) (6)

Naval Station Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841
OFFICE: (b) (6)
DISPATCH: (401) 841-4041
FAX: (401) 841-2648
DSN: (b) (6)
(b) (6)

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N37D
Sent: Thursday, July 30, 2015 14:25
To: (b) (6) NAVSTA Newport, N3AT
Subject: RE: FORMAL COMPLAINT - NAVSTA Newport Supervisory Police Officers - 28JUL2015
Signed By: (b) (6)

MAJOR,

Have we heard anything back on this complaint?

V/R

(b) (6)

NAVSTA Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841
OFFICE: (b) (6)
DISPATCH: (401) 841-4041
FAX: (401) 841-2648
DSN: (b) (6)
(b) (6)

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015

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-----Original Message-----

From: (b) (6) NAVSTA Newport, N3AT
Sent: Tuesday, July 28, 2015 8:51 AM
To: (b) (6) NAVSTA Newport, N93
Cc: (b) (6) NAVSTA Newport, N3AT; (b) (6) NAVSTA Newport, N3AT;
(b) (6) NAVSTA (b) (6); (b) (6)
NAVSTA
(b) (6); (b) (6) 323, Security (b) (6)
Subject: FORMAL COMPLAINT - NAVSTA Newport Supervisory Police Officers - 28JUL2015
Importance: High

(b) (6)

Since the (b) (6) is on leave, the following supervisory complaint is regretfully being submitted to you, both individually and collectively, for action. Unfortunately, for obvious reasons, (b) (6) must be excluded from this matter. However, the remaining 'civilian' supervisory police officers (b) (6), (b) (6) and (b) (6) collectively object to the following issues:

1) Directed implementation of the 26 July through 01 August 2015 Operations Division Watch bill, that was modified by CAPT Dennis Boyer (USN), Commanding Officer, Naval Station Newport.

- By default, adhering to and imposing the scheduling changes made by CAPT Boyer have placed supervisory personnel in a very precarious position. CAPT Boyer's actions are deemed to be a violation of Title 5 U.S.C. We are therefore being forced to obey an unlawful order and do so under protest. We collectively request a waiver from CAPT Boyer absolving us from any responsibility in this matter, for following this unlawful order and violating General Order 15-002, i.e., LE SOP 0101.

- CAPT Boyer's decision to remove (b) (6) from the watch bill was unwarranted and lacks any foundation in fact. Last Friday, (b) (6) openly complained about being on the watch bill, stating he had to watch his kids. In our opinion this 'preferential treatment' needlessly compromised the work schedule and was contrary to the safety, health and welfare of all Operations Division personnel. CAPT Boyer's contention that he was not confident in (b) (6)'s ability to stand a sentry post, because he

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015
had not completed sustainment watches is also without merit. The Security Director,
Deputy Security
Director, Operations Officer and all supervisory police officers have sporadically
performed sentry duties
without completing two monthly sustainment watches or training days.

- CAPT Boyer's actions with regard to this week's schedule also lacked any formal
guidance. Do the
changes made only impact the EVE watch? Will these changes continue to be
implemented in
upcoming watch bills? What positions will mandatory over-time be approved for?

- To ensure positive supervisory control measures are imposed and liability
protection for supervisory
personnel, we are therefore being forced to obey this improper order and do so under
protest. We
collectively request that all directives, guidance, orders and instructions, etc.,
impacting law
enforcement/security operations from CAPT Boyer be provided in writing.

2) Failure to properly recruit, hire and retain police officers/supervisory police
officers and/or activate
sufficient Auxiliary Security Force (ASF) personnel to sustain our mission has
resulted in countless over-
time hours, which routinely violate the maximum on-duty driving times for all
personnel.

- By default, adhering to and imposing the existing schedules that are approved by
CAPT Boyer have
placed supervisory personnel in a very precarious position. CAPT Boyer's actions are
deemed to be
direct violations of DOD instruction 6055.4, Change 2, Appendix 3 to Enclosure 3,
page 23 and
OPNAVINST 5100.12J, pages 15-16

- Police patrol personnel are NOT being limited to driving no more than 10 hours in
a duty. As
mandated by instruction, any driving in excess of this standard should only be
undertaken after a
thorough Risk Assessment is completed. CAPT Boyer is also required to document risk
assessment and
acceptance, to include one-time and routine alternative procedures as necessary.
This has not been
accomplished.

- We are therefore being forced to obey this improper order and do so under protest.
We collectively
request a waiver from CAPT Boyer absolving us from any responsibility in this
matter, for following this
improper order in violation of the aforementioned instructions.

We are deferring these matters to your attention and want it noted for the record
that "we" will not be
held responsible for actions taken solely by Commanding Officer, Naval Station
Newport, Commander
Navy Region Mid-Atlantic, Commander Naval Installations Command, etc., which are
beyond our span of
control to change.

Respectfully,

(b) (6)

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FORMAL COMPLAINT to CO- NAVSTA Newport Supervisory Police Officers - 28JUL2015

(b) (6)

Naval Station Newport Police
Building 1373, Simonpietri Drive
Newport, Rhode Island 02841

OFFICE: (b) (6)

CELL: (b) (6)

DISPATCH: (401) 841-4041

FAX: (401) 841-2648

DSN: (b) (6)

(b) (6)

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DEPARTMENT OF THE NAVY
OFFICE OF THE GENERAL COUNSEL
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

FEB 25 2016

(b) (6)

Naval Station Newport Police
NAVSTA Newport
Newport, RI 02841

Dear (b) (6)

I hereby acknowledge receipt of your February 18, 2016 Freedom of Information Act (FOIA) appeal in both your own name and in the name of four other Naval Station Newport personnel (all five of whom made identical FOIA requests) received in this office on February 25, 2016 via the Office of the Judge Advocate General. As all five requesters/appellants signed the appeal, this office will consider this a single appeal applicable to all five FOIA requests, and this office will provide a single appellate response to this appeal. Your appeal will be processed in the order received.

Please be advised that, under U.S. Navy regulations, the administrative appellate authority (in this case, the Navy Deputy General Counsel) is allowed 20 working days from receipt of your appeal to make a final administrative decision concerning the appeal. If the Deputy General Counsel has been unable to take final action on your appeal within the 20 working days permitted by statute and regulation, then you may "consider [your] administrative remedies exhausted." However, you may prefer to "await a substantive response," which would not "prejudice [your] right to a judicial remedy."

Sincerely,

(b) (6)

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Memorandum

To: Rear Admiral Rick Williamson (USN)
Commander, Navy Region Mid-Atlantic (CNRMA)

From: (b) (6)
(b) (6) Naval Station Newport, Rhode Island

Subj: FREEDOM OF INFORMATION ACT (FOIA) REQUEST

Date: November 25, 2015

Ref: (a) Title 5 U.S.C. § 552

Rear Admiral Williamson,

Pursuant to reference (a), please provide me with any and all copies of the following described records, showing dates, circumstances, investigative findings and dispositions involving:

1. The Supervisory Civilian Employee Complaint to Commander, U. S. Fleet Forces Command (COMFLTFORCOM) and Commander, Navy Installations Command (CNIC), submitted on October 20, 2015 by (b) (6) and (b) (6) otherwise referred to as the civilian GS-0083 (series) Supervisory Police Officers at the U.S. Naval Station, Newport, Rhode Island.
2. The Supervisory Civilian Employee Complaint to Commander Navy Region Mid-Atlantic (CNRMA), submitted on September 17, 2015 by (b) (6) and (b) (6) otherwise referred to as the civilian GS-0083 (series) Supervisory Police Officers at the U.S. Naval Station, Newport, Rhode Island.
3. The Supervisory Civilian Employee Complaint to Commanding Officer Naval Station (NAVSTA) Newport, submitted on July 28, 2015 and subsequently resubmitted on August 21, 2015 by (b) (6) and (b) (6) otherwise referred to as the civilian GS-0083 (series) Supervisory Police Officers at the U.S. Naval Station, Newport, Rhode Island.

For the purpose of this request "record" shall include all books, papers, documents, notes, recordings, reports, maps, photographs, information, machine readable materials, or other documentary materials, regardless of physical form or characteristics.

Memorandum

If you choose to deny this request, then you are required to respond in writing and state the statutory exception authorizing such withholding of all or part of the information sought and the name and title or position of the person responsible for the denial.

Thank you for your assistance on this matter.

Respectfully,

(b) (6)



Memorandum

To: Rear Admiral Rick Williamson (USN)
Commander, Navy Region Mid-Atlantic (CNRMA)

From: (b) (6)
(b) (6), Naval Station Newport, Rhode Island

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Respectfully,

(b) (6)



Memorandum

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Respectfully,

(b) (6)



Memorandum

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Commander, Navy Region Mid-Atlantic (CNRMA)

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(b) (6) Naval Station Newport, Rhode Island

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Respectfully,

(b) (6)



Memorandum

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Commander, Navy Region Mid-Atlantic (CNRMA)

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(b) (6) Naval Station Newport, Rhode Island

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Thank you for your assistance on this matter.

Respectfully,

(b) (6)

(b) (6)

Memorandum

To: Vice Admiral James W. Crawford, III
Office of the Judge Advocate General
Department of the Navy
ATTN: FOIA Appeals, Code 14
1322 Patterson Avenue SE, Suite 3000
Washington Navy Yard, DC 20374-5066

From: (b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

(b) (6)
(b) (6), Naval Station Newport, Rhode Island

Subj: Freedom of Information Act (FOIA) Request Appeal for Additional Documents

Date: February 18, 2016

Ref: (a) Freedom of Information Request (FOIA) response from Commander Navy Region
Mid-Atlantic (CNRMA), 5720 Ser 00J/048, dated January 28, 2016

Vice Admiral Crawford,

The authors of this joint correspondence collectively comprise the remaining Supervisory Civilian GS-0083 series Police Officers at Naval Station (NAVSTA) Newport, Rhode Island.

For nearly a year now we have been frustratingly engaged in complaint process, attempting to resolve significant and legitimate law enforcement, security and safety concerns at NAVSTA Newport, only to be ignored or dismissed at every level:

Reference (a) accompanied a 551 page CNRMA Command Investigation into the Operations and Manning of NAVSTA Newport, Security Department, 5830 Ser 00J/042, dated January 22,

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1

Memorandum

2016. However, approximately 87 pages were withheld from our FOIA request, which we find unacceptable under the circumstances.

In accordance with section 6 of reference (a) we are appealing to receive the 87 pages that were withheld from our FOIA request. Obviously, we have no objection to the exclusion of names and personally identifiable information, but for 'transparency' purposes there is absolutely no objectively reasonable purpose for CNRMA withholding the enormous amount of 87 pages of information relevant to the complaint(s) that "we" collectively filed.

Internal advice, recommendations and subjective evaluations are already contained in the investigation, so we interpret the partial FOIA denial by Commander House as a further attempt by the Department of the Navy (DoN) to obstruct our efforts and the disclosures we are making to the Rhode Island Senate and Congressional representatives.

In closing, thank you for your time and an consideration offered in this matter.

Respectfully,

(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



cc: Senator Jack Reed (D-RI)
Senator Sheldon Whitehouse (D-RI)
Congressman David Cicilline (D) 1st Congressional District
Congressman James Langevin (D) 2nd Congressional District

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2



DEPARTMENT OF THE NAVY
OFFICE OF THE GENERAL COUNSEL
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

FEB 25 2016

(b) (6)

Naval Station Newport Police
NAVSTA Newport
Newport, RI 02841

Dear (b) (6)

I hereby acknowledge receipt of your February 18, 2016 Freedom of Information Act (FOIA) appeal in both your own name and in the name of four other Naval Station Newport personnel (all five of whom made identical FOIA requests) received in this office on February 25, 2016 via the Office of the Judge Advocate General. As all five requesters/appellants signed the appeal, this office will consider this a single appeal applicable to all five FOIA requests, and this office will provide a single appellate response to this appeal. Your appeal will be processed in the order received.

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Sincerely,

(b) (6)

Assistant to the General Counsel (FOIA)

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INTERVIEW WITH (b) (6)

Q= (b) (6)

A= (b) (6)

Q: Okay so today is, um, May 25, 2016, and, um, (b) (6), an investigator with Commander Navy Installations Command Inspector General Office and I am investigating a, um, I'm doing a preliminary inquiry actually. Uh, not an investigation into 201601079 and that's the Navy I.G. Case Number. And can I have you state your name please and spell your last name?

A: (b) (6).

Q: Okay thanks and, um, you understand that the tape recorder's running and you have no objection to that?

A: No ma-am I don't.

Q: Okay thanks. And, um, you did already sign the privacy act statement and confidentiality agreement, is that correct?

A: Yes ma'am.

Q: Okay, um, so I - I realize that I can't see you because we're on the telephone but, um, if you could raise your right hand and, uh, do you swear or affirm that the information you will provide is true and correct to the best of your knowledge?

A: I do.

Q: Okay thank you. Um, so that takes care of our formalities. And - so the reason I'm calling is - is this - there's been some complaints filed. I don't know whether you've heard about it already or not, um, from some folks over at the Naval Station Newport.

A: Okay I am - I'm aware of one that was filed in October.

Q: Yeah, it...

46 A: (Unintelligible).
47
48 Q: Right and it was out of security.
49
50 A: Right.
51
52 Q: Right, okay, so it all started back then around last fall. There was a couple of
53 different things that happened at the same time. Um, an anonymous complaint
54 was filed with D.O.D.I.G. alleging, uh, concerns about unsafe levels of
55 overtime due to under manning at security at Newport. And then within a few
56 days or even before that right in the same week a - a letter was sent by five
57 named complainants to the, um, Admiral at (Synerma) directly.
58
59 A: Correct.
60
61 Q: So what happened was (Synerma) - instead of the I.G. doing an investigation,
62 the I.G. referred it to the chain of command to do an internal command
63 inquiry which they did.
64
65 A: Okay.
66
67 Q: And, uh, I got a copy of that and I've looked through it and so the reason I'm
68 calling you now is recently, in April of this year - of 2016, another complaint
69 was filed with D.O.D.I.G. again. Um, and this time it's referencing the
70 command inquiry that was already done and basically saying that the problem
71 just has not been resolved and although they wrote a good report and they
72 found a lotta things, they - the situation is the same as it was back in the fall.
73
74 A: Okay.
75
76 Q: As far as the complainants are concerned with the - their day-to-day, um,
77 issues they were having haven't changed at all. So that's why I wanted to just
78 find out where we're really at with that - with implementing some changes. Is
79 it feasible to - to correct their problems or, uh...
80
81 A: Okay so - so, uh, from - from my standpoint, okay, we were first informed of -
82 of - with, you know, and first off let me just make - let me preface this with -
83 with some general - general comments.
84
85 Q: Okay.
86
87 A: Okay? Um, security manning - security hiring of civilians - security, uh,
88 officers...
89
90 Q: Mm-hm.

91
92 A: ...is - has been a continuing challenge for C.I.C. and for the mid-Atlantic
93 region for several years.
94
95 Q: Okay.
96
97 A: And we - we, you know, we're - we are not - we are not able, due to market
98 conditions, demographics, you know, low pay, what, you know, whatever -
99 whatever - there - there seems to be a - a number of converging issues that we
100 are not able to hire up to our full complement of security officers, okay?
101
102 Q: Oh, okay.
103
104 A: So that - that's sort of a general statement. And that, um, while we've made
105 some - while we've made some progress in that regard, we still aren't - we
106 still don't have the full complement of every - of everybody we need to have
107 everywhere we need to have.
108
109 Q: Okay.
110
111 A: We're aware that there are issues at Newport, okay. So when one of the things
112 that a mitigating factor at Newport is that, um, there's a - there's a man -
113 there's a security manning model. It's called the M.P - M. - M.P.V.P.
114
115 Q: Yes - yes, mm-hm.
116
117 A: Okay but the M.P.V.P. - the - the agreed-upon version of the M.P.V.P. is a
118 2012 version of the M.P.V.P.
119
120 Q: Mm-hm.
121
122 A: And that document - that document - it eliminated a lot of the supervisory
123 positions across - across the whole enterprise. Across the United States.
124
125 Q: Okay.
126
127 A: Okay so a lotta posi- and - and there were - there were some transition actions
128 that were supposed to happen as military people were supposed to - who were
129 supposed to go to, um, certain bases and they were supposed to be backfilled
130 with civilians and certain civilians were supposed to go somewhere. So it was
131 a wholesale change to the security posture and how we - we resource security.
132 But...
133
134 Q: Okay.
135

136 A: But the - but the salient piece that came out of it was the study that m- makes
137 enough allowances for a full cadre of supervisors, okay. About the time that,
138 you know, with the manpower guys were implementing this - this study - and
139 our manpower s-, you know, our manpower system - we're tryin' to, you
140 know, hire to the - the new numbers and the new locations. We also had some,
141 uh, some - some bad things happen at some bases regarding security, um,
142 breaches. You know, we had the Mahan situation. And we had some other
143 things happen.
144

145 Q: Right.
146

147 A: And - and one of the outfalls of the Mahan shooting - one of the - the directed
148 findings was that there were not enough supervisors on all the watch sections
149 and all installations to allow, um, you know, for the right level of leadership to
150 help people, like, late at night and on the weekends and all that kinda stuff.
151

152 Q: Mm-hm.
153

154 A: Okay 'cause the - because the - these - 'cause the M.P.V.P. version did not
155 make allowances for that.
156

157 Q: Now when you say one of the findings, did somebody do a report that I could
158 get a hold of that actually says that?
159

160 A: Um, actually - actually it would have to be somebody in C.N.I.C. that talk
161 about it. Uh, (b) (6), our Chief of Staff, um, was one of the writers so
162 he was on that team.
163

164 Q: Okay.
165

166 A: Okay and - and then there were some standing orders. I'll have to - and this is
167 stuff that would have to come from N3, but Admiral (Smith) - and Vice
168 Admiral (Smith) who's now C.N.I. - the C.N.I.C.U. Commander...
169

170 Q: Mm-hm.
171

172 A: ...you know, the- the big Commander.
173

174 Q: Yep.
175

176 A: You know, your boss.
177

178 Q: Right.
179

180 A: Okay?

181
182 Q: Yeah.
183
184 A: Yeah, he - he directed, as a result of some of these actions, that he wanted
185 supervisors on every shift and...
186
187 Q: Okay did he do that in writing do you know?
188
189 A: I'm sure he did. It was a - it was a post - a post requirement because it had us
190 all scramblin' around because we didn't have enough supervisors.
191
192 Q: Now was that - that - it's obviously inconsistent with this M.P.V.P. because I
193 have a copy of that and I see where it shows zero supervisors.
194
195 A: Correct - correct and so - so what we - what we - what we, the manpower
196 guys, were tryin' to do is we were caught in the quandary of the requirement
197 said this but, you know, the manpower - the validated manpower requirement
198 said one thing and, uh, operational commander who is our boss said another
199 thing, okay. So we all worked to reconcile that. The N3 guys, the N1 guys
200 and, um, when the report came out, uh, when the r- when the internal
201 command, um, investigation came out it was one of the things that they were,
202 you know, one of the things says there was not enough supervisors.
203
204 Q: Mm-hm.
205
206 A: And so in that report - in the endorsement to that report which I got, um, on
207 the 20 - 22 of January.
208
209 Q: Okay, right, so you're talking about that report that...
210
211 A: Right.
212
213 Q: ... (b) (6) did. Yes I have...
214
215 A: Right.
216
217 Q: ...a copy of that.
218
219 A: Uh, so - so on that report we were directed to, you know, figure out if there
220 were other ways that we could get supervisors in, you know, on - on board at
221 Newport and to report back to the Admiral when we had, like, a plan and what
222 we were doin'. So we exceeded the 60 days I think he gave us to do that but
223 we've been working on a plan. But because the - the supervisor issue extends
224 beyond Newport, okay, so, I mean, so now (unintelligible) to think about what
225 I've just, you know, said previous to this...

226
227 Q: Yes.
228
229 A: You know, there's a problem across C.N.I.C. because the M.P.V.P. doesn't,
230 you know, doesn't provide for enough supervisors to do this one on every
231 shift thing.
232
233 Q: Yes.
234
235 A: So - so C.N.I.C. is tryin' to work that problem through N1 - their N1 and N -
236 their N3 about how best to do it. The mid-Atlantic region proposed, um, that
237 we temporarily promote people to be supervisors and to, you know, to - that
238 would be the vehicle by which we could do stuff temporarily until we got the
239 requirements changed, got the P.D.'s upgraded, you know, got the - got the
240 requirements set in place so that we could make that, like, a drum beat hiring
241 thing. So we've been working on - with our N3 here locally, um, we've been
242 working on how to get temporary, you know, to promote people to be
243 temporary supervisors.
244
245 Q: I ha- I have a couple of questions.
246
247 A: Okay.
248
249 Q: If you don't mind me pausing for a moment here.
250
251 A: Okay.
252
253 Q: Um, when you said that Admiral (Smith) - the C.N.I.C. Commander, directed
254 that he wanted supervisors on all the supervisory shifts...
255
256 A: Right.
257
258 Q: ...despite the fact that this M.P.V.P. said the opposite.
259
260 A: Right.
261
262 Q: Um, does that somehow override the M.P.V.P.? I mean, do we still have to
263 follow that? Why - why do we have to follow the - what it says in the
264 M.P.V.P.?
265
266 A: Well the M.P. - the M.P.V.P. is a - is a NORTHCOM Fleet Forces Command
267 - Fleet Forces Command and NORTHCOM are the executive agents for, uh,
268 A.T.F.P. for the continental United States.
269
270 Q: Okay.

271
272 A: So - and so Admiral (Smith) in his role as the C.N.I.C. Commander has a
273 reporting relationship with Fleet Forces Command and NORTHCOM.
274
275 Q: Okay.
276
277 A: Okay so - so the problem - the problem with the M.P.V.P., um, is that the
278 M.P.V.P. is - gotta go all - go all the way up to - to four stars to agree to any
279 changes to the document, okay. So, you know, so we had a real thing happen.
280 We had the Mahan happen here at Naval Station Norfolk and so that was a
281 real world event. One of the findings...
282
283 Q: Yeah.
284
285 A: ...from that - that investigation was there was not enough supervisors so
286 Admiral (Smith) did exactly what he's empowered to do, which is the
287 operational on-scene Commander. He made a determination that, you know,
288 I'm gonna direct people to have supervisors be on these, you know, be on all
289 the watch - all watch stations.
290
291 Q: So there's no question - let me ask you this. 'Cause one thing I was thinking is
292 - is it possible that we truly don't need the supervisors and - and that we're
293 doing the wrong thing by stashing them at all? But it sounds to me, like what
294 you're saying, is everyone unanimously agrees that there should in fact be
295 supervisors?
296
297 A: That's absolutely correct. Everyone agrees. I agree, the N3 agrees, we all were
298 - we all were concerned, um, but, you know, but not, I mean, it - it wasn't,
299 like, we thought the ship was gonna sink or anything like that but we all were
300 concerned when they reduced the number of supervisors. So, you know, and -
301 and we understand that they're trying to do the best - the best combination of
302 economy and efficiency and they're trying to take the resources - the scarce
303 resources they have and put more people on, you know, in M.E.C.P.'s and
304 doin' patrollin' and sort of doin' the, you know, the - the foot poundin'
305 security, you know, in - in the, uh, protection work...
306
307 Q: Mm-hm.
308
309 A: ...and not have so many supervisors. And I'm sure that that was certainly their
310 intent and their - I, you know, and I - I don't - I can't speak to the mind of
311 other people that were doin' this, you know, the - the analysis here but, you
312 know, they were tryin' to reduce the overhead.
313
314 Q: Okay.
315

316 A: That's what they were tryin' to do.

317
318 Q: Yeah.

319
320 A: Okay so now what - what we found, which often happens when we - we have
321 changes in the operational conditions for security, you know, we found out,
322 "Oh there's a hole here. There's a little - there's a seam here that's not - not
323 correctly identified, you know, were not handled the right way. Let's fill the
324 seam and then, you know, then change the requirements to, you know, to
325 match the new - the new reality that we're dealin' with." So, you know, so
326 there's a - there's a requirement statement that I said before - it's a 2012
327 version of the M.P.V.P. I also am aware that there's at least two other versions
328 of the M.P.V.P. that are updates that are working their way through the system
329 but they take a couple of years to get approved because, like I said, they have
330 to go to a couple of four stars and a bunch of three stars who have to all agree
331 to it.

332
333 Q: Right so in the meantime, though, a couple a years, day in and day out we
334 have a situation at our installations where - I guess what I'm seeing in
335 Newport is there's two choices -- they can either leave this shift unmanned
336 because they don't have enough people to man all the shifts so they can either
337 leave it unmanned which is what the m....

338
339 A: No - have - have no supervisors. Not unmanned.

340
341 Q: Yeah, that's what I mean, leave the supervisory billet unmanned...

342
343 A: Right.

344
345 Q: Um, with all the patrolmen still working but with no supervisor. Um, which
346 seems like the goal of the M.P.V.P. That's what they were lookin' to do is
347 just...

348
349 A: Yeah, I - well, I mean, I - I, you know, like I said I - I wouldn't - I would - I
350 would be reluctant to speculate on what they were tryin' to do. I think they
351 were tryin' to do - reduce overhead is what they, you know, is what - 'cause
352 what they were tryin' to do.

353
354 Q: Uh, yeah. But essentially...

355
356 A: And, uh, so...

357
358 Q: ...to say zero supervisor means no supervisor.

359
360 A: Right, you know, well because they - 'cause I think the assumption was you

361 would have some overall supervisors or you'd have a security officer. Or you
362 would have, you know, there's - there's...

363

364 Q: Higher level, uh-huh.

365

366 A: Yeah, there's a higher level person that would be there in case something
367 came up.

368

369 Q: Yeah.

370

371 A: Okay so they determined that was, I mean, that was what - what came outta
372 the Mahan, um, was that the - there was clear - clear agreement, "Yeah, that
373 was a bad idea. That's not workin'." You know, that's - so we gotta - we gotta
374 do this a different way. So they all agreed that that was one of the things
375 should come out of it - more supervisors. And then it was a matter of, "Okay
376 well how do we get more supervisors?" You know, so...

377

378 Q: Okay.

379

380 A: So - so that's kinda where we got to - that's what I started messin' with in at
381 the end of January.

382

383 Q: Okay and so what I was getting at though is how you said it's taking a couple
384 of years to revamp the M.P.V.P...

385

386 A: Right.

387

388 Q: And I started to say, you know, in the meantime at Newport they have two
389 choices, they can either, you know, just not have a supervisor or what they're
390 doing is the second choice is to have the existing supervisors that still remain
391 onboard work a lot of overtime to cover the - the...

392

393 A: Yes.

394

395 Q: ...the...

396

397 A: Yes.

398

399 Q: ...vacancies.

400

401 A: Yeah, yes and that - and that's what - that's was - that in my, you know, my
402 view of lookin' at the documents and knowing what, you know, what I know
403 about the situation on the ground, was that was exactly what they were doin'.
404 They were, you know, they were - they were workin' their supervisors, um,
405 you know, a lot of hours to try to - to try to meet this coverage issue.

406
407 Q: Right and so...
408
409 A: Okay and I think - and I think they were doin' that even before, you know,
410 well I can't say that. I mean, I - I think they - I think they started to - they
411 would - they were tryin' to do this, trying to make sure they had supervisory
412 coverage. So - so what we - what we tried to do - working with N1 and N3 - is
413 - and I see what to work towards, um, we, you know, we - we need to figure
414 out some way to c- to generate additional supervisors within the funding we
415 have. We don't have any more F.T.E. We don't have anything else so how can
416 we do this?
417
418 Q: Right okay.
419
420 A: So - so our thought was, which the headquarters supported and I think they've
421 s- I think that they're supporting this idea across the U.N.I.C. because we - we
422 talked about it. I talked about it at the N1 conference in the middle of March
423 about the way - heck, if they were still tryin' to figure out how to do, you
424 know, what to do. 'Cause we said, "Here's the problem. Here's what we
425 think." You know, there was - there was a bunch of discussion between N1
426 and N3 about how best to do it and what they agreed was the way we could do
427 this without having to fundamentally wait 'till the M.P.V.P. got changed but
428 to do something temporary. So that was why they got to temporarily promote
429 people to be supervisors for a while. That would create - that would create
430 some supervisory bandwidth. That would relieve the, you know, relieve some
431 of the pressure on the existing supervisors, uh, who, um, who are workin' a
432 lotta overtime. And as they implemented the M.P.V.P., my understanding was
433 there were people across s- se- across our region who had formally been
434 supervisors that were caught in the, you know, the changes as the - as the
435 M.P.V.P. eliminated supervisors. Didn't change their grade but it took away
436 the supervisory piece that still had all the training and stuff to be supervisors
437 so we could just temporarily promote 'em to be supervisors.
438
439 Q: Oh okay.
440
441 A: So - so what we - what - so the reason - so - so the reason I haven't responded
442 to the memo is because we were kinda workin' all these details out across a,
443 you know, a range of...
444
445 Q: Uh-ha.
446
447 A: ...organizational components and I know that at Newport we have put in - let
448 me pull it up 'cause I just had it - was lookin' at it so I can tell you. We have
449 put R.P.A.'s -- request for personnel actions -- in the system to upgrade three
450 positions to be temporary supervisors. One - two - let's see - o- two GS8's and

451 one GS9.
452
453 Q: Can you send me copies of those?
454
455 A: What, the R.P.A.'s?
456
457 Q: Yes.
458
459 A: Yeah, I'll have to - I'll pull 'em outta the system and send 'em to ya.
460
461 Q: Okay.
462
463 A: Okay because - because see to us - to us - the manpower guys, see this is one
464 little piece of a much bigger problem so we really are trying to create (b) (5)
465 (b) (5) ...
466
467 Q: At other installations too, right?
468
469 A: Yes ma'am.
470
471 Q: Yes I heard that this does not just affect Newport, it's a...
472
473 A: Right.
474
475 Q: ...it's other installation. Mechanicsburg was one that was mentioned.
476
477 A: Right.
478
479 Q: Uh...
480
481 A: And we've got - we're creating a super - we're creating a supervisor positions
482 at Newport; Crane, Indiana; um, N.S.A. Mechanicsburg, Philadelphia;
483 (unintelligible); Cutler; Mechanicsburg itself and Saratoga Springs.
484
485 Q: Okay.
486
487 A: So - but, like, each one of them has their own problems. I mean, like, some
488 people - some people we are unable to temporarily promote because they
489 don't have, like, the year and grade, you know, for us. They would - so we're
490 - we're workin' through that kind of personally kinda of stuff that we gotta
491 take care of.
492
493 Q: Okay.
494
495 A: You know, but I think, Newport, um, let's see - we've already got P.D.'s in

496 place for the GS8's to GS9's. We've already generated R.P.A.'s. I, you know,
497 I - I don't know exactly where they are in the system. I certainly can give you
498 that information.
499

500 Q: Um, yes.
501

502 A: Um, I can give you copies of the R.P.A's and, you know, because - of course
503 I'm using all this information actually to craft my response to the task for I got
504 from Admiral (Williamson).
505

506 Q: Okay. So these, um, positions are temporary not to exceed two or three years,
507 something like that?
508

509 A: Not to exceed a year.
510

511 Q: One year, okay.
512

513 A: Oh 'cause that's all we can temporary promote.
514

515 Q: That's what I thought, okay.
516

517 A: Without competition.
518

519 Q: Right and that's because you - what you just said I wanted to go back to that
520 there are literally no F.T.E.'s, uh, there's a - the billets are gone, right?
521

522 A: Oh yes. We haven't been given additional F.T.E.'s to solve this problem.
523

524 Q: Okay and my understanding is with these temporary not to exceed a year you
525 don't have to have a - a form of real billet. You're allowed to do that as long
526 as it doesn't exceed a year, right?
527

528 A: Well, I mean, what we're - what we're doin', um, ki- h-, you know, I don't - I
529 don't wanna say that categorically. That sounds like we're - we're creating -
530 we're creating additional bandwidth that we don't have and we still have. And
531 we still have - we still have a fundamental limitation on the - on the - on our
532 money. And we still have a fundamental limitation of what we're able to hire.
533 All we're doin' is takin' positions that we already have and turning them into
534 supervisory positions. So they're gonna be, like, workin' supervisors.
535

536 Q: Okay. So you're not actually announcing a temporary position to hire a new
537 person that - that isn't already on the rolls? You're taking a person who's a
538 worker and temporarily promoting them to a supervisory job?
539

540 A: Yes ma'am.

541
542 Q: Okay all right. So - but I kinda wanna get back to this issue with the M.P.V.P.
543 that, I mean, this is kind of a band aide to do this. It just pushes it off another -
544 it's a temporary measure. Um, hopefully maybe by the end of a year goes by
545 they will fix that M.P.V.P.
546
547 A: Yeah - yeah, we - we sent - we - we believe - and this is - this is, you know, so
548 when I say "we" I guess I'm not speaking for the whole mid-Atlantic region
549 because I, you know, I - or I don't have that authority to speak for Admiral
550 (unintelligible) being all his commanding officers, but I think in general the
551 region believes that, um, this buys us - this buys us the necessary time for the
552 M.P.V.P. to be adjusted. Um, there's some more bandwidth is c- we're
553 supposed to get some additional security billets and FY17 and FY18 and that
554 they're gonna make some of those billets with - the plan is to make some of
555 those billets permanent supervisors at the places where there are, um, where
556 there are problems and concurrently work to fix the M.P.V.P.
557
558 Q: Okay.
559
560 A: So - so the proc- the problem should - the problem should resolve itself with
561 all these measures probably by, you know, by the end of FY17. So buyin' -
562 buyin' a year's worth of supervisors on a temporary basis while we, you
563 know, gear up these, uh, you know, the rest of the system to work suppos- s-,
564 you know, work correctly should be plenty. Uh, the - the only (grub) in the
565 situation is we still continue to have trouble hiring people, you know...
566
567 Q: Mm-hm.
568
569 A: ...so - so we're doing other measures tryin' to offer relocation allowances,
570 tryin' to do, you know, bonuses and things like that to try to, you know, try to
571 do some retention things to - to hold onto people. But that's, you know, that
572 sort of exacerbates the problem.
573
574 Q: Right okay it's - now d- does it specify whether the billets have to be filled
575 with civilian versus military or could they put military people?
576
577 A: No they could be mili- with all their military guy taken away. That would -
578 that's what created the hole.
579
580 Q: Oh okay. That also got taken away then.
581
582 A: Right - right. What, I mean, there was - there was a - there was - there was
583 two or three things here because what they've - Newport and, again, I - I can't
584 talk about classified stuff on the phone...
585

586 Q: Right - right, yeah, of course.
587
588 A: Okay but the level of required protection that Newport has is different than
589 some other bases.
590
591 Q: Right okay so some bases are...
592
593 A: So, yeah, so they're...
594
595 Q: ...authorized?
596
597 A: ...so they're taking risks there as opposed to somewhere else.
598
599 Q: Right so are there some installations, like, that do have billets for supervisors
600 still?
601
602 A: Yes.
603
604 Q: Yeah, just not all of 'em?
605
606 A: Right and it depends on the size of the base and complexity and that sort of
607 thing.
608
609 Q: Right.
610
611 A: Naval station in Norfolk, which is, you know, five times the size of Newport
612 has a different supervisory compliment than Newport does.
613
614 Q: Okay.
615
616 A: But all of them - all of them now have been directed to have supervisors on
617 every shift and those bases that I mentioned - that I named off when we were -
618 you asked me where other places we were doin' stuff was, those bases are all
619 generally our smaller administrative bases.
620
621 Q: Okay when did that direction come out? You're sayin' that it came from
622 Admiral (Smith)?
623
624 A: What - what direction?
625
626 Q: The direction that they all - you said all of them have now been directed to
627 have supervisors on every shift.
628
629 A: Yeah, I - I would have to get that from N3 because they - I know that there
630 was - I know there was an o- there was, like, a, like, a - there was, like, a

631 directed order that came out of the Navy message.
632
633 Q: Okay c-, yeah, I would love to have a copy of that. That would help me so
634 much...
635
636 A: Yeah, I...
637
638 Q: ...to demonstrate that there is some effort being made here to get this fixed,
639 you know?
640
641 A: Yeah, I think that at - at some point, (b) (6), and - and I'm not tryin' to -
642 I'm not really...
643
644 Q: Yeah.
645
646 A: ...kick the can over your way, but one of the things we, you know, or kick the
647 can to somebody else but at some point I think you need to talk to (b) (6)
648 (b) (6) who's our security director.
649
650 Q: Okay, yeah, I have been in touch with him. I haven't talked to him yet but,
651 yeah.
652
653 A: Okay but, yeah, 'cause - 'cause I think - 'cause I think he's the guy that can
654 quickly put his hands on that direction. He can tell you what the status of the
655 current M.P.V.P. is and he can tell you some of the other efforts that they're
656 tryin' to do internally to cover this. Because it - it - at some point I'm at the,
657 you know, I'm at the end of a long pipeline of, you know, with them figurin'
658 out what needs to be done and, you know, and I've got, you know, "Hey (b) (6),
659 we need help get some temporary promoted people to be supervisors. And we
660 need more hiring here." And, you know, that kind of stuff. The rationale
661 behind all those things, while I am aware the rationale, I don't necessarily
662 have my fingertips on every piece of the rationale.
663
664 Q: Uh-huh.
665
666 A: You understand what I'm sayin'?
667
668 Q: Yeah, now when somebody gets temporarily promoted to be a supervisor is
669 that is something voluntary? I mean, does the person have to agree to that?
670
671 A: Yeah, they would, yeah...
672
673 Q: Yeah.
674
675 A: ...it would be - it would all be (unintelligible). Again I think that - the reason I

676 said there - that they're tryin' to look at people who formerly had supervisory
677 jobs was so...
678
679 Q: Yeah.
680
681 A: ...that they could fly right into the job.
682
683 Q: Right.
684
685 A: I mean, really just because somebody's a supervisor doesn't also make 'em,
686 you know, a rocket science - scientist. They still have to be, you know, they
687 still have to have some training. They still need to have to know what they're
688 doin', you know, that sort of thing.
689
690 Q: Right.
691
692 A: So, yeah, so, I mean, the idea though is to create a responsible individual on
693 each shift who can be, you know, sort of the - the, you know, the - the
694 working, you know, the working, um, manager of the a- the A.T.F.P.
695 response.
696
697 Q: Right - right okay. And that might alleviate some of the overtime issues that
698 way?
699
700 A: Yeah, I'm sure it will. I'm sure it will, I mean, once they - once they have -
701 and if we hire the three temporary supervisors and we promote people to be
702 temporary supervisors for the three, you know, for three positions I told you at
703 - at Newport, I mean, that'll double their bandwidth. So that should, you
704 know, that should be okay.
705
706 Q: So it's three people that they're gonna promote...
707
708 A: Yes ma'am.
709
710 Q: ...at Newport? Okay.
711
712 A: Yeah.
713
714 Q: If you could send me those R.P.A.'s that - that's great.
715
716 A: Okay.
717
718 Q: And, um, there was one other thing I wanted to ask you about. There w- there
719 is this, um, report I have called an Operational Risk Management report that
720 was done at Newport. Um, it was led by their safety representative there...

721
722 A: Mm-hm.
723
724 Q: ...an N35 and, um, somebody from H.R., uh, from N1 was on this committee.
725 Her name was (b) (6), uh, and then also there was a - a woman named (b) (6)
726 (b) (6). I can't pronounce it.
727
728 A: (b) (6), those are our...
729
730 Q: (b) (6).
731
732 A: ...E.R.L.R. people.
733
734 Q: Yeah, j- so (b) (6) and (b) (6), they both work for you?
735
736 A: Yes, one's a contractor and one's a civil servant.
737
738 Q: Yeah, and, um, did you know they were on this safety committee...
739
740 A: I knew...
741
742 Q: ...recently?
743
744 A: ...they were - their - as part of their responsibilities to just - for each O.R.
745 (unintelligible) to have a E.R.L.R. person on - on there to - in case there's
746 bargaining unit issues, yeah.
747
748 Q: Oh okay.
749
750 A: I mean, I - I don't they're - I don't think they're the architects of anything. I
751 think what they are is, um, you know, they s- they're advisors to that group.
752
753 Q: I see okay. S- so would they necessarily or you get a copy of the report that's
754 generated by the safety committee?
755
756 A: Um, they might. I don't s- I - I don't think I've seen it.
757
758 Q: Okay.
759
760 A: I don't remember seein' it if - if - if they was. It wouldn't have - if - it -
761 because one - once we got locked in on, um, you know, this, uh, the need for
762 temporary supervisors at Newport, um, you know, that's kinda where I was
763 focused. I ne- I was workin', you know, the N1 side of, "Hey I need to get this
764 squared away." You know, I need, you know, I was tryin' to get my h- the
765 headquarters guys to help me, you know, that sort of thing.

766
767 Q: Okay. Oh one other thing. I - I knew about the M.P.V.P. but is there another
768 separate kind of manning document that N1 uses that's different from the
769 M.P.V.P.?
770
771 A: Well, uh, the manning documents - we - we use, um, we use the activity
772 manpower - the activity manpower document which is called an A.M.D.
773
774 Q: Okay.
775
776 A: Okay? Our A.M.D.'s though have been adjusted to reflect the - that 2012
777 M.P.V.P. We don't use a different manpower document.
778
779 Q: Okay so they agree with each other?
780
781 A: Yes ma'am.
782
783 Q: Both the A.M.D. and the M.P.V.P.?
784
785 A: Yes ma'am.
786
787 Q: Both reflect zero supervisors at these installations?
788
789 A: Correct.
790
791 Q: Yeah, okay they - they give. That - that was kinda my other question.
792
793 A: Yeah.
794
795 Q: Um, okay.
796
797 A: So you grilled me like a (unintelligible). Am I - am I okay here?
798
799 Q: Yeah, well, I mean, you're helping me out a lot to understand what's...
800
801 A: Yes ma'am.
802
803 Q: ...what's the situation. And, um, hopefully I'll find a way to describe it well
804 to, you know, I have to write a report.
805
806 A: Well - well one of the - one of the things - one of the things that know - that
807 know that, you know, now that we've got some - some way ahead or some,
808 you know, reasonable way ahead on all the supervisors across the region, you
809 know, I was waiting for the time, you know, the final two or three pieces to
810 fall in place to be able to respond to Admiral (Williamson)'s note which

811 would help me to (unintelligible) be and say this is what we're doing.

812

813 Q: Mm-hm.

814

815 A: So that we can make sure that, you know, that, I mean, that will explain some
816 stuff that may be helpful to you. But the other piece of it is that, you know, the
817 - the - everybody acknowledges that the supervisory issue is kind of - is not
818 what we would all want it to be. And so everyone's working to fix it. It's just
819 the, you know, the - it takes a while for some of these things to grind through
820 to conclusion. You know...

821

822 Q: Right.

823

824 A: ...because we're taking about changing the requirement. And then changing
825 position descriptions. Then changing how - how the resources are aligned.
826 And then sort of changing how the, you know, the - the - the, um, the
827 protocols for how they do stuff on their operational watch sessions. So some
828 of these - it's all stuff that takes a little bit of time.

829

830 Q: Mm-hm.

831

832 A: And...

833

834 Q: Yeah, so, like, these three R.P.A.'s to temporary promote the people at
835 Newport they're gonna send me, when were they initiated? How long has that
836 been i- in the works?

837

838 A: So, uh, sh-, uh, shoot I don't know. Let me see if I can tell ya. Um, it hasn't
839 been very long because we had to do - we had to make sure that they're at -
840 their P.D.'s actually existed at those locations and we didn't have to create
841 P.D.'s at those locations. But I'll find that out and send it to you.

842

843 Q: Okay and they'll actually probably say on it, right?

844

845 A: Um, I doubt they will.

846

847 Q: You know, I don't know.

848

849 A: But I - but I'll...

850

851 Q: Yeah, but if you can tell me the date that they were initiated because, um, do -
852 do the folks at Newport know that this is in process, meaning the C.O. and the
853 security director? Do they know that there's a plan to promote people?

854

855 A: Yeah.

856
857 Q: They do?
858
859 A: Yeah, as far as I know they know. I mean, that's, you know, I mean, certainly
860 - certainly my dialogue with - my dialogue on this issue has been primarily
861 through out N3, but I know they talk to the C.O. all the time.
862
863 Q: Meaning - when you say your dialogue that means you've been talkin' to
864 (b) (6) ?
865
866 A: Yeah.
867
868 Q: Yeah - yeah.
869
870 A: I've been talking to (b) (6) and his deputy.
871
872 Q: And is that (b) (6) ?
873
874 A: No that's, uh, (b) (6) .
875
876 Q: Oh - oh and (b) (6) . Okay. Um, because I saw that at the s- Department
877 head meeting there in Newport there's, like, this PowerPoint slide - a weekly
878 update and on it, it says, you know, security significant important issues. And
879 it says, "Two vacant supervisory positions that have been requested since
880 March 1," and...
881
882 A: Those might be the ones that are in, uh, the ones the R.P.A.'s are in the
883 system.
884
885 Q: Yeah, but those aren't really gettin' filled, right? Uh, w-, like, you can't just
886 announce those jobs is what you're tellin' me. You can...
887
888 A: Yeah, I don't - I don't know - I have to go back and tell you exactly. They're
889 all - all I really - all I really came prepared to talk to you today was that we
890 did in fact - oh I'm sorry, it's not three P.D.'s, it's two. I'm sorry. My mistake.
891 I'm...
892
893 Q: Okay.
894
895 A: ...read - I'm readin' the report wrong.
896
897 Q: Okay.
898
899 A: You're right it is two.
900

901 Q: Right okay so, yeah, I was just...
902
903 A: So there's two - there's two positions - there's two positions that are - that
904 were, um, created at Newport and R.P.A.'s have been put in the system. I'll
905 have to find out where they are and I'll have to find out what those doc- I'll g-
906 I'll send you a copy of those documents.
907
908 Q: Oh okay because I just wanted to make sure that I mentioned to you that at the
909 local level there, they - they seem to have a record that there were two
910 R.P.A.'s submitted on March 1 for a watch commander and a supervisory
911 police officer.
912
913 A: And that should be a GS9 or a GS8. So that's probably the two...
914
915 Q: Yeah, it must be.
916
917 A: Or by the same two.
918
919 Q: Yeah, okay but...
920
921 A: But I'll conf- but I'll confirm that.
922
923 Q: Okay.
924
925 A: And - but the - but the - the thing about this is and this is part of - this is part
926 of the - the frustration that everybody has with sec- with the security hiring is
927 that this process is not, you know, it's not a simple quick process. Because not
928 only do you have to go through all the prob- the hiring itself of, you know,
929 culling through prof- personnel to - for their qualifications and, you know, and
930 are they the right - things - interviewing people and that kinda stuff. You also
931 have, once you make selections, they have to go through a pretty extensive on
932 boarding piece which requires a background check. It requires drug testing
933 and a physical agility test and passing a physical. And all those things are all,
934 you know, takes - takes quite a bit of time to - to actually fill a security
935 position.
936
937 Q: Right - right. And - and just to clarify, I know you said this already, but just so
938 I make sure I got it, that these two R.P.A.'s are not gonna be announced as,
939 you know, on U.S.A. jobs as vacant positions to be filled permanently with
940 new people. They're going to be promotions - temporary not to exceed - for a
941 year promotions of people already working there?
942
943 A: That's - that's how I understand it.
944
945 Q: Yeah.

946
947 A: I will confirm that.
948
949 Q: Okay.
950
951 A: Yeah, that's how I, I mean, that's the plan we've always are working to. If
952 they're doin' somethin' different I'll just have to make sure that I understand
953 what the different things...
954
955 Q: Okay.
956
957 A: But yes that's how I understand.
958
959 Q: All right if you happen to hear that it's different than that, definitely let me
960 know.
961
962 A: Oh I will.
963
964 Q: Because I will just assume that's what happenin'. And, um, yeah, if I can get
965 copies of the R.P.A.'s that would be great too.
966
967 A: Got - I got it. Got it on my list.
968
969 Q: Yeah, okay so, um, I think that's kinda it. Um, sounds like y- m- I did have
970 another question is, does this affect other installations besides Newport?
971
972 A: The answer's yes.
973
974 Q: And the answer is yes. And, uh, you've listed off a bunch of 'em there.
975
976 A: Yes ma'am.
977
978 Q: And the same type of corrective actions are ongoing now for those other ones
979 too? Similar, uh...
980
981 A: Yes ma'am. We're doin' the same thing.
982
983 Q: Yeah.
984
985 A: Okay?
986
987 Q: And do you happen to, I mean, and you may not know - do you know of other
988 regions that are experiencing a similar thing?
989
990 A: Um, I think everybody that's implemented the M.P.V.P. would - should - they

991 should have the exactly the same problem.
992
993 Q: Yeah, that's what I would think too.
994
995 A: Because what we, you know, similar size and (unintelligible) I would - I
996 would imagine if you talk to the Southwest region or talk to the Southeast
997 region, they both have smallish installations. It would probably be just like
998 Newport. They would be affected the exact same way.
999
1000 Q: Of - right - right. Okay and, um, do you happen to know if those regions are
1001 doing similar things, like, what you're doin' to try to mitigate the problem?
1002
1003 A: I - I believe all regions were authorized to do this temporary supervisory
1004 thing. I don't - I have no...
1005
1006 Q: Okay.
1007
1008 A: ...idea exactly what they're doin'.
1009
1010 Q: Okay, yeah. All right.
1011
1012 A: Okay?
1013
1014 Q: Well I appreciate your time very much, (b) (6) and you were extremely helpful.
1015
1016 A: Well I'll get ya the stuff that I - that I can tell you about and as soon as I'm,
1017 um, as soon as I can - I'll get the P.D.'s and as soon as I can, uh, get back with
1018 you with any additional information I'll certainly send it right to ya.
1019
1020 Q: Okay great. Thank you (b) (6) and feel free to call me if you have any further
1021 questions or anything.
1022
1023 A: Well - well, yeah, you know calling the I.G. is one of my favorite things.
1024
1025 Q: Well - and y- don't hesitate though, anytime.
1026
1027 A: It - it - it w- it was nice to hear your voice though after all these years.
1028
1029 Q: Yes - yes and it's nice to hear yours too.
1030
1031 A: I - I'll talk to you later.
1032
1033 Q: Okay thank you (b) (6).
1034
1035 A: Yes ma'am.

1036

1037 Q: All right. Bye - bye.

1038

1039 A: Bye - bye.

1040

1041

1042 The transcript has been reviewed with the audio recording submitted and it is an accurate
1043 transcription.

1044 Signed _____

INTERVIEW WITH CAPT DENNIS BOYER

Q= (b) (6)

A=CAPT Dennis Boyer

Q: Okay, so today's June 20, 2016. My name's (b) (6). I'm an investigator with the Commander Navy Installations Command, Inspector General Office and, um, toda- uh, the time is approximately 1300 and I'm interviewing Captain Dennis Boyer. Could I have you spell your name for me please, sir?

A: Uh, Captain Dennis Boyer, that's D-E-N-N-I-S, last name B-O-Y-E-R.

Q: Okay. Thank you, sir. And you understand the tape recorder is running...

A: I do.

Q: ...and you have no problem with that?

A: I have no problem.

Q: Okay. And I'm investigating, case number 201601079 and, I explained to you that we are an independent fact-finder, uh, just collecting information and we'll provide a report to the appropriate responsible management officials for a determination of any corrective action, if necessary. You already signed the Privacy Act and confidentiality statement, correct?

A: I did.

Q: You did. And thank you. And I'm going to have you sign one more form. This is about the importance of presenting truthful testimony during the course of an IG investigation, and I'm sure you're already familiar with this. Go and, um - I'm going to go ahead and read this to you...

A: Sure.

Q: ...just to - i- "I consider it my duty to advise you that any person subject to the UCMJ, who with the intent to deceive signs any false record, return regulation order or other official document, knowing the same to be false, may be subject

46 to action under the provisions of Article 107. Additionally, under the
47 provisions of UCMJ Article 134 any person subject to the UCMJ who makes
48 a false statement, oral or written, under oath believing the statement to be
49 untrue, may also be subject to disciplinary action under the UCMJ.” Do you
50 understand that?

51
52 A: I understand that.

53
54 Q: Okay. Okay, and can you raise your right hand, sir?

55
56 A: Yes.

57
58 Q: Do you swear or affirm that the information you will provide is true and
59 correct to the best of your knowledge?

60
61 A: I do.

62
63 Q: Thank you. Okay. So now I’m going to ask you a few questions to clarify, um,
64 kind of the current situation...

65
66 A: Okay.

67
68 Q: ...with the overtime and the manning shortage in Security.

69
70 A: Mm-hm.

71
72 Q: That’s the - the complaint that I’m investigating and as I said, the violation
73 centers around this traffic safety violation, OPNAV 5100.12(j) and there’s
74 other references that amplify this, the DOD traffic safety program also contain
75 information about the length of time that people should be driving...

76
77 A: Okay.

78
79 Q: ...and working and but this is the one that is really clear about not about the
80 requirements...

81
82 A: Right, the numbers, right, right.

83
84 Q: ...so that’s the one we’re citing, okay? Um, so I’m going to just talk a little bit
85 about the history here because I know that there was already an investigation
86 done.

87
88 A: Correct.

89
90 Q: It was a command-directed inquiry by CNRMA.

91
92 A: That's correct.
93
94 Q: Commander, Navy Region Mid-Atlantic, um, that wasn't really an IG
95 investigation, though, you - you were aware of that, right?
96
97 A: I'm sure I was, to be honest with you.
98
99 Q: Yeah.
100
101 A: From my perspective it doesn't seem to be any different. You know, I...
102
103 Q: Yeah, it's a similar process...
104
105 A: Right.
106
107 Q: ...but it was,
108
109 A: CNRMA IG came into...
110
111 Q: ...not really under the oversight of Navy IG.
112
113 A: Sure.
114
115 Q: It was done under the oversight...
116
117 A: Command investigation.
118
119 Q: ...of a - of the regional commander.
120
121 A: Fair enough.
122
123 Q: Okay? So, um, I have a copy of that report...
124
125 A: Okay.
126
127 Q: Been through it. I know you were interviewed already by (b) (6) ...
128
129 A: That's correct.
130
131 Q: ...back in November.
132
133 A: Mm-hm.
134
135 Q: And, um, then the Admiral endorsed his report in January.

136
137 A: And gave me three action items.
138
139 Q: Gave you three action items and you responded to that.
140
141 A: That's correct.
142
143 Q: All three of them, and I have a copy of that. The letter's not dated but that's
144 okay.
145
146 A: Oh, yeah.
147
148 Q: Um, so of the three things, you know, one was to do the - the command
149 climate assessment...
150
151 A: That's correct.
152
153 Q: ...which would have happened anyway probably, right?
154
155 A: Yes, yes. So we increased the numbers so this is the admiral I think, uh,
156 implied in his directions, not - explicitly said it.
157
158 Q: Okay. And then the - there was one about posting the - the schedule.
159
160 A: Y- oh, that's right. Posting the overtime schedule because...
161
162 Q: Yeah.
163
164 A: ...I think we discovered that - I'm not sure how it happened but, uh, people
165 were signin' up for overtime but not everybody was gettin' a fair shot because
166 surprisingly a lotta people want the overtime.
167
168 Q: Okay.
169
170 A: So they - they - they - they want that overtime list and they wanna sign up for
171 it so they get a fair shot at it, and then there's the ordered list when - for when
172 you don't have enough volunteers you have to assign somebody, you order
173 them basically to do the overtime.
174
175 Q: Okay.
176
177 A: So that ordered list was not y- I think it's the ordered list that was not, yeah,
178 maintained so it wasn't clear on who was getting ordered and whose turn was
179 it next.
180

181 Q: Okay, and that's happening now?
182
183 A: That's correct.
184
185 Q: Since this, right?
186
187 A: That's correct.
188
189 Q: Okay. Okay.
190
191 A: And the third one was probably the most significant action item and it related
192 directly to the safety, and that's...
193
194 Q: Yes, so-
195
196 A: ...the ORM.
197
198 Q: The ORM, so that's the first topic I kinda wanted to talk about...
199
200 A: Correct.
201
202 Q: ...was this, um, Operational Risk Management...
203
204 A: Mm-hm.
205
206 Q: ...assessment that was done. I have a copy of the appointment letter...
207
208 A: Okay.
209
210 Q: ...where you identified people to be on this team, um, and then their report.
211
212 A: Yes.
213
214 Q: Which was - okay, so you did get a copy of that report...
215
216 A: Oh, I did.
217
218 Q: ...and read - read through it?
219
220 A: Yeah, sure did.
221
222 Q: Mm-hm.
223
224 A: In fact, I think I signed direction on implementing that, or maybe I - I included
225 that. I - I...

226
227 Q: Yup.
228
229 A: ...somehow or another, yeah, I formalized that, yeah, we're - we're movin'
230 forward with that process.
231
232 Q: Okay. Um, did you ever talk about it directly with (b) (6), the
233 person who signed the report from Safety?
234
235 A: Ooh, I don't know if I - I know I talked to the XO about it a great deal. I don't
236 know - I - I don't remember, to be - tell you the truth, I just don't remember.
237
238 Q: Okay. Um, and so you did talk about it with Commander (Selliburg).
239
240 A: Yes.
241
242 Q: What did the two of you talk about?
243
244 A: I think, um, she had some concerns that, um, I think it was Security member,
245 Lieutenant - I think (b) (6) was the actual designee from Security
246 that participate that, uh, he - he wasn't very helpful in his participation, um, so
247 I'm not sure that, uh...
248
249 Q: He was appointed, though...
250
251 A: That's correct.
252
253 Q: ...to be on the team, right? Yup?
254
255 A: That's correct, so that was one of the concerns the XO raised.
256
257 Q: Okay. That he just wasn't generally not helpful? Not a participant as much
258 or...
259
260 A: Uh, y- I think he - yeah, exactly. He was not very helpful even if he was there,
261 and I think there was a reluctance - there's - there appears to be a reluctance
262 among those four supervisors to actually make things better. Y- you know,
263 so...
264
265 Q: Okay.
266
267 A: So I have offered - well, I - I know that there's a couple a different things we
268 could do differently but to be honest with you, a couple of 'em want the
269 overtime, you know, and then the, uh - you know, I - I can - you know...
270

271 Q: Ca- can you just clarify, you said, four supervisors and there's five people
272 that's makin' the complaint...
273
274 A: Well, the MA1 was not a participant in the - in the complaint so, uh...
275
276 Q: Okay, I have five people.
277
278 A: Oh, the four - sure, you have (b) (6)
279 (b) (6) - there was five, I'm sorry.
280
281 Q: R- okay.
282
283 A: I'm sorry, yeah.
284
285 Q: Okay, good. I wasn't sure if maybe you were excluding someone for a reason
286 or s-
287
288 A: No, no.
289
290 Q: Okay.
291
292 A: No, that was a math error, yeah.
293
294 Q: Okay. Um, okay so, uh, one of the issues was that (b) (6) wasn't -
295 wasn't very helpful or participative...
296
297 A: That's correct.
298
299 Q: ...but as far as the content of the report and the findings, um, that (b) (6)
300 (b) (6) ...
301
302 A: I agree with it.
303
304 Q: You did agree with it?
305
306 A: Right. I - I think - I haven't looked at this in probably a month or so, right, but
307 I - I think the - it addressed the fact there are manning shortfalls.
308
309 Q: Mm-hm.
310
311 A: And that is - that is a reality. So any solution set that I have to execute, if it
312 involves hiring people, is really not - not executable for me, right? I - I have to
313 work with what I got as far as, you know, usin' the players here so I agree, we
314 need to hire more personnel. We're working' with the region. I know the
315 region was working' with CNIC to get more supervisors.

316

317 Q: Okay.

318

319 A: Uh, there's a whole MPVP modeling issue there that doesn't even authorize
320 the supervisors but - so there - there is - there is some big hurdles to overcome
321 so for, you know, my security team leadership to, you know, keep stompin'
322 their foot sayin', "You need to hire more people, that's the only solution,"
323 isn't useful to me. You know, that - that's not executable.

324

325 Q: Okay, and that was part of what the operation...

326

327 A: And that was part of - right, right.

328

329 Q: ...this risk assessment report also recommended...

330

331 A: Correct.

332

333 Q: ...is that we need to hire more people.

334

335 A: And I say agree. I don't - I - in fact, I can't find anybody between me and -
336 and, you know, the admiral, for - everybody agrees to that, it's just the actual
337 execution of that because it's...

338

339 Q: Heard that so many times now that everybody agrees to that.

340

341 A: It's just the execution because of the MPVP modeling says if you have less
342 than 15 personnel per shift you don't rate supervisors.

343

344 Q: Yes, that's what I understand too so I really wanted to get real into that...

345

346 A: Yeah, so we don't rate supervisors.

347

348 Q: ...and to - I - I can see that this is putting you and probably other COs...

349

350 A: Oh, there's smaller installations, certainly.

351

352 Q: ...in a situation...

353

354 A: Right.

355

356 Q: ...where you have to come up with, um, a way...

357

358 A: Correct.

359

360 Q: ...to manage the situation.

361
362 A: Right, because...
363
364 Q: So-
365
366 A: ...going without supervisors doesn't appear to be executable either.
367
368 Q: That's - this is great. You're jumping ahead, though, of my questions.
369
370 A: Right.
371
372 Q: You're answering them already. Um, okay, so my - I did hear - back to this
373 report.
374
375 A: Right.
376
377 Q: We're going to get to all that definitely. Um, back to this report. Um, I heard
378 that the XO was dissatisfied with the report itself, that she - she said, "This is
379 not what I was looking for," um, that she told (b) (6), "This report is
380 not what I wanted from you." Um, but what - what was she looking for, then,
381 because I thought it was pretty thorough.
382
383 A: I think she was lookin' for - if I recall the conversation correctly she was
384 lookin' for changes to standard operating procedures, actually changing
385 instructions, that sort of thing.
386
387 Q: Okay. That would be done by Security, though, more so than Safety?
388
389 A: That - that's correct, tha- thi- so that and - e- exactly, or, you know, some of
390 those are just managed, uh, either at a higher level, with, you know, someone
391 else's instruction or we just do it differently, right? So I - I wasn't so caught
392 up in the, hey, go change a (SOP) somewhere, right? It's, like...
393
394 Q: Okay.
395
396 A: ...you know, what - the process they had put out in there talked about things to
397 consider doing for the routine use of overtime for drivers, and that's a- that's
398 what we're after.
399
400 Q: Mm-hm, mm-hm.
401
402 A: That's the operation risk management piece. I - I thought it was well done and
403 I moved forward with it.
404
405 Q: Okay. So have there been...

406
407 A: So I di- I did not...
408
409 Q: ...some changes made as a result of this report?
410
411 A: I'm not sure I understand.
412
413 Q: To ha- I mean, I guess, has the, um, overtime...
414
415 A: The overtime has not gone down. Typically you'll find...
416
417 Q: Okay.
418
419 A: ...two supervisors a week and the routine, (b) (6) will almost
420 always do, I think it's a Friday/Saturday or Thursday/Friday and then (b) (6)
421 (b) (6) will do one on the weekend. Generally
422 speakin', (b) (6)'s doing it on a day he would normally have
423 off.
424
425 Q: Mm-hm.
426
427 A: Um, but...
428
429 Q: Okay.
430
431 A: ...those are - that - that's pretty standard when you look at the weekly (watch
432 fills).
433
434 Q: Okay. Has there been any change to how they manage the driving of the patrol
435 vehicles or anything that would mitigate the...
436
437 A: For the - for the supervisors or for the, uh...
438
439 Q: For the supervisors.
440
441 A: For the supervisors, again, they should not be driving that much. They should
442 be supervising. If they're driving they're not supervising. And I also
443 understand that their duties require them to be in Building 1373 doin' the
444 paperwork that goes with supervising.
445
446 Q: Okay.
447
448 A: So in fact, that was a previous complaint when I first got here, was there was
449 an inordinate amount of admin that they have to do, so we - it's, like, okay. So
450 I can't find it in my mind possible for them to drive for ten hours on a 16-hour

day. There's just - you know, if they're doing that, they're not supervising'. They should be out there on the post with a sentry makin' sure they're doin' business right, you know, maybe doin' a - a part of a ride-along with one of their patrolmen, and that's it. They should not be in themselves...

Q: Okay.

A: ...drivin' a car for ten hours.

Q: Okay. What about the patrolmen, though?

A: Well, now, that - that would be an issue. Again, the - so the union's pretty happy with the overtime. It's managed - it's manageable for them.

Q: Okay.

A: Um, the ORM process we put in place focused on the entire team, not just the supervisors, because they're the ones that are most likely to push up against that ten-hour limit. Now often the overtimes that they will draw will require them to drive for the patrol period, again, it's an eight-hour shift, there's no way they're drivin' for eight hours. An eight-hour shift and then they'll, um, if they're doin' overtime, chances are there'll be an ECP, you know, um, for a two or three-hour period as we open up an extra lane or open up a different gate.

Q: Yup, okay.

A: Um, some of them will take on a follow-on shift where they will actually drive, you know, either through the housing areas which will require to patrol or, um, something like that but again, that's what that - what this ORM process is intended to address.

Q: Okay. So you would agree that - that some of the risks that they identified here, even if they're not driving-related, they talk about other things like firearm safety...

A: Oh, yeah. In fact, I think when I...

Q: ...and judgment being impaired and...

A: When I - when I talk to (b) (6), that's more of his concern than the driving piece, and - and I get that. I - yes.

Q: So yo- you agree that these risk are, um...

496 A: Oh, I - I agree with 'em.

497
498 Q: ...valid.

499
500 A: Y- yeah.

501
502 Q: Okay.

503
504 A: So I - that's why I - I agreed with the (OR) report. I thought it recognized the
505 risk appropriately...

506
507 Q: Okay.

508
509 A: ...and I thought the mitigations were also appropriate.

510
511 Q: Okay. So - let me see if I'm jumping ahead of myself. Oh, I am a little. As far
512 as the watch bill goes, the actual scheduling, you seem to be very aware of
513 how much o- overtime they're working'.

514
515 A: Very much.

516
517 Q: Do you actually see that on a regular basis?

518
519 A: Yes.

520
521 Q: Y- okay.

522
523 A: Yeah, every week.

524
525 Q: And do you approve it? I know at one time you were.

526
527 A: I approved it up until I got the new director. So he's been here I think since
528 last week of March. It's probably middle of April when I turned over approval
529 to him.

530
531 Q: Okay.

532
533 A: Because I wanted him to - he a- he's asked for some ownership of some
534 processes...

535
536 Q: Okay.

537
538 A: ...so he can attack the - some of the emotions that's goin' on over at Building
539 1373.

540

541 Q: Understand, yup.
542
543 A: So I - I agreed to that...
544
545 Q: Mm-hm.
546
547 A: ...but I told him, said, "You must send me the watch bill."
548
549 Q: Okay.
550
551 A: So I get it electronically every week.
552
553 Q: Okay and, um...
554
555 A: And I particularly look for overtime concerns.
556
557 Q: So you do see it? You're aware.
558
559 A: Oh, absolutely.
560
561 Q: It's not like you're not aware.
562
563 A: Oh, absolutely.
564
565 Q: Okay.
566
567 A: Yeah.
568
569 Q: And if you disagreed with it you could push it back and say, "I'm not having
570 this"?
571
572 A: Absolutely. Absolutely.
573
574 Q: Okay. So that kind of leads me to the situation with, um, I guess the
575 acceptable level of risk that as the CO you have to make a determination as to
576 what kind of risks you're willing to accept.
577
578 A: Mm-hm.
579
580 Q: And in this, because of this MPVP, which we kinda touched on a little bit, um,
581 there's two choices you have. You can either leave that shift completely
582 unmanned...
583
584 A: Right.
585

586 Q: ...a- with supervisor unmanned...
587
588 A: Right. Which...
589
590 Q: ...which is what the MPVP seems to be tellin' you to do.
591
592 A: Right.
593
594 Q: Or you can have them work the overtime.
595
596 A: Right.
597
598 Q: And if you - you lose yet another supervisor, my understanding is you're not
599 allowed to backfill that one either.
600
601 A: That's correct, so the plan for the civilian supervisors was to let them go by
602 attrition.
603
604 Q: Right, and - and leave the shift unmanned with no supervisor? Is that what the
605 MPVP designers were shootin' for?
606
607 A: I don't know the answer to that question but, uh - I - so I think that there are
608 people who are responsible for that model that are rightfully interested in the
609 financial running of the - of the process.
610
611 Q: Yup.
612
613 A: Great. But I think the operational part, it's clearly not on board. I mean, I
614 don't think there's - I - I've not received any guidance that says it's okay not
615 to have a supervisor on shift, you know, I mean, that has not come across in
616 any way, shape, or form. In fact, I knew that - you know, there's so much
617 emphasis on security to say it's okay to go without a supervisor, we just seem
618 to be contrary to that.
619
620 Q: Right.
621
622 A: Yeah.
623
624 Q: I agree. So...
625
626 A: And then - and my biggest (unintelligible).
627
628 Q: ...your thought is you need to have the supervisor.
629
630 A: Correct. A-

631

632 Q: Even though the MPVP tells you - you don't.

633

634 A: (b) (5)

635 (b) (5)

636 (b) (5)

637

638 Q: (b) (5)

639

640 A: (b) (5)

641 (b) (5)

642 (b) (5)

643 (b) (5)

644 (b) (5)

645

646 Q: And they're - they're not supervisors...

647

648 A: (Unintelligible).

649

650 Q: ...but they're not...

651

652 A: No, they're clearly not supervisors.

653

654 Q: ...qualified to be patrolmen either? They go to a little...

655

656 A: The - that - that's exactly right. That's right.

657

658 Q: Yeah.

659

660 A: (b) (5)

661 (b) (5)

662 (b) (5)

663

664 Q: I see. Oh, that helps me to understand this better than anyone so far. They
665 especially really need the supervision.

666

667 A: Right.

668

669 Q: So there's a lot of reasons why you need that supervisor on duty.

670

671 A: Right. And my master in arms that I have, they're good Americans but they
672 don't have a lot of experience when they come here. I'm - I'm getting the ones
673 who - well, they're not patrolmen from other installations that are comin'
674 here. They're all of quad zero so to speak, so there's no special NECs and if I
675 get somebody from another assignment, generally speakin' they've done some

676 sort of, you know, security in with that, you know, um, just physical security,
677 you know, not law enforcement or anything like that. So those are who I have
678 for MAs.
679
680 Q: Okay.
681
682 A: Not complaining, it's just, again...
683
684 Q: They're not really qualified either.
685
686 A: They're not supervisors. No way. Which argues again for the need for actual
687 supervisors on post. And it - you know, if nothing ever happened, no- nothing
688 ever went wrong then okay, but that's not what we plan for.
689
690 Q: Right. You have to be ready if somethin' goes wrong.
691
692 A: Right.
693
694 Q: Obviously. Um, so with that, like now, it sounds like not having supervisors
695 just isn't an option.
696
697 A: Agreed, and - and - and the chain of command has bought off on that, right, so
698 CNRMA has forwarded the RPA request to hire supervisors. They've finally
699 gotten CNIC's blessing for that.
700
701 Q: Recently, like...
702
703 A: Yeah, just the last...
704
705 Q: ...two weeks ago or - yeah.
706
707 A: Yeah, exactly right, so - but it's taken me that long to kinda get this ball
708 rollin'. Um, so it's - even though the MPVP doesn't say it's authorized, I - I
709 finally have now gotten point where the RPAs are finally goin' out for
710 supervisors. Now because the modeling piece hasn't been - hasn't caught up
711 yet or maybe on the (C&O) side of it has bought off on it, those - those
712 higherees are going to be term employees, s-
713
714 Q: Okay, because you can still do that even if they're not funded, the way I
715 understand it? Temps and terms don't really count as real bu- billets, is...
716
717 A: Yeah, that's what I'm assuming...
718
719 Q: So to speak. That's what I've been told.
720

721 A: ...to be honest with you. I mean, that's - so I have personally - that's...
722
723 Q: And I'm not really an expert either in that but that's what I've been told.
724
725 A: E- exactly right, so it seemed like a reasonable, you know, thing to do...
726
727 Q: Mm-hm.
728
729 A: ...a- in the meantime, and again, it indicates that there's agreement that I
730 actually do need supervisors.
731
732 Q: All right. Okay. Okay, so in the absence, though, of, you know, having
733 enough people on board, like, I guess until these two billets get filled, I can
734 see why you had them working the overtime.
735
736 A: Right.
737
738 Q: So would you say that you were effectively, like, accepting the level of risk of
739 having people work 16-hour shifts?
740
741 A: Oh, that's my job, yes, I - I - I could - I - I...
742
743 Q: I mean, so you were aware of it and you...
744
745 A: Yes.
746
747 Q: ...did it because the alternative was to have no one?
748
749 A: That's correct. A- a- and again...
750
751 Q: I wanted to make sure I capture that, you know what I mean?
752
753 A: Yes.
754
755 Q: So even if - I mean, I have to look more carefully into the driving aspect of
756 it...
757
758 A: Right.
759
760 Q: ...but if it - it creates this violation of the safety standard...
761
762 A: But again, that's where I say it's not a- because I - I (unintelligible), they're
763 not driving for ten hours.
764
765 Q: Right.

766
767 A: You know?
768
769 Q: But then there are the other risks.
770
771 A: The other risks, agreed, but that's...
772
773 Q: That are legit even if they're not driving (ten hours).
774
775 A: That's clear, but - but they're not actually quantified either, like, in - there's
776 no instructions (unintelligible).
777
778 Q: They're not in the s- d- which is kinda surprising to me when I started this.
779
780 A: Right.
781
782 Q: That there's a - a regulation that says you - you can't drive...
783
784 A: Yeah.
785
786 Q: ...when you're exhausted but there's no regulation that says you can't, um,
787 handle a firearm.
788
789 A: A- agreed, agreed, so...
790
791 Q: It's just I couldn't find that.
792
793 A: Right, right.
794
795 Q: Yeah.
796
797 A: So there's nothin' that quantifies this, says...
798
799 Q: Yeah.
800
801 A: ..."Hey, you know, you're - you're contrary to this part," but - but again, there
802 - there's no way they're drivin' for te- if they are, then - well, they're just not.
803 I mean, I...
804
805 Q: Yeah. Yeah.
806
807 A: ...I bet you could look at the telematics information on the cars and you'll see,
808 they're - the supervisors are not driving for ten hours.
809
810 Q: Right. There is, um - it's more of a guideline I think in that, um, that DOD

811 instruction that says including other duties, um...

812

813 A: Well actually, it's in the Op Nav instructions - well, in - in that same section
814 that talks about - I - I - I'm certain it has something about other duties. It's - it
815 - it says something about a 14-hour shift.

816

817 Q: Yeah, including all other duties.

818

819 A: If I - if I remember, 14 hours.

820

821 Q: Shall not - yeah.

822

823 A: So again, I - I agree with that, yes, it's - it is a 16-hour shift. It does exceed -
824 to be honest with you, I never caught the 14 versus 16 hours before because y-

825

826 Q: Oh, here it is. "A 14-hour duty day including driving and all other duties
827 should be the maximum allowed."

828

829 A: And - and I wish it was.

830

831 Q: Unless required under exceptional conditions.

832

833 A: Right, and we are told a- we in - installations COs are told, "Hey, manning
834 shortfalls, use overtime," and they will tell you to fill the gap.

835

836 Q: And you're told that by who?

837

838 A: Oh, it - from - from above, I mean, it's - it's from the - I can't - I don't know
839 if I could tell you a name but I mean - you know, that's the guy (in second)
840 from the region.

841

842 Q: Mm-hm.

843

844 A: And I'm sure it's from CNIC as well, even US-lead forces because the bill
845 payer recognizes this is what we have.

846

847 Q: Mm-hm. That could be considered an exceptional condition.

848

849 A: I agree. I agree.

850

851 Q: At this MPVP scenario.

852

853 A: Right.

854

855 Q: You know? Uh...

856
857 A: Because I think the MPVP came about and then - and then the way we are
858 actually looking at force protection, you know, with the ISIS threat and others,
859 this in the last what, year and a ha- year anyway, the - it's different, you know.
860
861 Q: Mm-hm.
862
863 A: I'm - I'm patrollin' housin' areas that were even outside my jurisdiction, you
864 know.
865
866 Q: I heard that, yeah.
867
868 A: You know, so that's, uh - I mean, there - there's definitely a different mindset
869 and - and the modeling piece of that that runs the back end essentially hasn't
870 caught up yet.
871
872 Q: Okay.
873
874 A: But I think the risk is manageable for what we have here, so I'm - I'm not the
875 doomsayer sayin', you know, I- i- it - you know, it's all bad, right, I - I - so I
876 think that although there are times when they have to do a 16-hour day, I - I
877 think the risk is manageable there, I think it's shown out so far. And - and...
878
879 Q: Yeah.
880
881 A: You know, and - and again, they're - they're not driving ten hours, not - not
882 the supervisors.
883
884 Q: Okay. It's still - you know, I mean, you can see when I looked at the, um,
885 timecards and I really did the analysis...
886
887 A: Mm-hm.
888
889 Q: ...and laid it out, you can see where i- it's a lot.
890
891 A: Ye-
892
893 Q: It's a lot on some of 'em.
894
895 A: There typi- well, it's typically only two supervisors who are stayin' overtime a
896 week.
897
898 Q: Yeah. Yeah, (b) (6) .
899
900 A: (b) (6) and either (b) (6) or (b) (6) .

901
902 Q: Right, and there's - there's times when she's working, like, 16 hours and then
903 she gets off, goes home, she has just a few hours and then has to be back at
904 work the next morning.
905
906 A: Um...
907
908 Q: Um...
909
910 A: Okay, I can't say that I've caught in a- as to that, but okay.
911
912 Q: Yeah.
913
914 A: (Unintelligible).
915
916 Q: Well, I mean, I say a few hours, let's see, where is it? I just wanted to kinda
917 show you so you could see what I'm talkin' about. Right here. Okay, she
918 works, uh, this (b) (5) ...
919
920 A: Yeah.
921
922 Q: ...to (b) (5) .
923
924 A: All right, so you got a - day's a swing, okay.
925
926 Q: And then she's back in the next morning, Saturday morning, at (b) (5), so she
927 only has that...
928
929 A: That shift off, ri-
930
931 Q: ...time between (b) (5) and - and has to be back by (b) (5)
932 (b) (5)
933
934 A: Right.
935
936 Q: And, you know, she said it takes her (b) (5) to drive home, take a shower,
937 have some food, go to bed, and get - try to get back by (b) (5), you know, it's a
938 lot, and then that second day she's working' a full (b) (5) too, so - and on
939 a regular basis. It just doesn't seem...
940
941 A: That she's volunteered for.
942
943 Q: Okay, that's...
944
945 A: I mean, I - I tell you, I - I...

946
947 Q: Has she or is she told...
948
949 A: Yes.
950
951 Q: ...sh- she has to do that?
952
953 A: I - I have told (b) (6) and (b) (6), "Hey, if this is an issue,
954 you two stand and watch," and I've got the pushback sayin', no, they want it,
955 "they" bein' the two that typically stay in the overtime.
956
957 Q: Mm-hm. Okay.
958
959 A: And I've told (b) (6), I said, "Hey, split that overtime up." I said,
960 "They're doin' an eight-hour shift, pull one for four hours, bring someone that
961 early for four hours." Again, I got, you know, "No, that's - this is what they
962 want to do." So I - I really believe they have a sincere effort to try to get more
963 supervisors hired and I think you were on the e-mail chain about the whole
964 term employment piece so...
965
966 Q: Yeah.
967
968 A: ...it appears they want to hire within, they don't wanna bring new people in,
969 they just wanna have this upward mobility within Naval Station Newport.
970
971 Q: Mm-hm.
972
973 A: Which I don't think is executable, you know, and - you know, I - I think that if
974 you're going to be upward and mobile you should be mobile and be willin' to
975 go to a- another facility, ma- you know?
976
977 Q: Okay. Now why do you think it's not executable, though? Are they not
978 qualified?
979
980 A: Oh no, becau- oh well, some of 'em may not be, right? But the - just the sheer
981 numbers, right? And you know, by the time you're talkin' about a civilian
982 supervisor, right, they could be there for 20 years, right? They're not openin'
983 up slots for people below them to move into. So i- although it may look like
984 it's upward mobile but it may be 30 years in execution, because people aren't
985 quittin', they're not retirin'.
986
987 Q: I - I - I see. But say with these vacancies that they just announced as terms...
988
989 A: Mm-hm.
990

991 Q: ...if they had announced 'em as temps...

992

993 A: Okay.

994

995 Q: ...then could a patrolman feasibly have applied?

996

997 A: It depends on how they worded the statement event because I think our

998 patrolmen are GS5s, so they probably...

999

1000 Q: And you can't jump from a five to a nine.

1001

1002 A: That's right. That's right.

1003

1004 Q: Or whatever it is.

1005

1006 A: So it'd be unexecutable.

1007

1008 Q: Mm, mm-hm.

1009

1010 A: A- and to be honest with you, and I'm not going to push for that either. I - I

1011 think it's perfectly okay to move from one facility to another. I think that

1012 that's good for the organization...

1013

1014 Q: Yeah. Yeah.

1015

1016 A: ...because then you get to see how things are done on other bases. I - I think

1017 that sometimes we have more emotion in Building 1373 because people have

1018 been there forever and that's the only thing they know.

1019

1020 Q: Mm-hm. Okay. Um, I just wanna make sure I'm covering all of this...

1021

1022 A: Mm-hm.

1023

1024 Q: ...that's a- appreciate your patience while I look this over.

1025

1026 A: Of course.

1027

1028 Q: Um, yup, we talked about this, okay. So thi- this part that, um, this overtime is

1029 voluntary is fairly...

1030

1031 A: I've asked on numerous occasions...

1032

1033 Q: ...new to me, yeah. Do you have any e-mail traffic on that a- uh, between

1034 yourself and (b) (6) or (b) (6) where you said - you - "If this becomes an

1035 issue you guys should...

1036
1037 A: Yeah.
1038
1039 Q: ...work a shift yourself"?
1040
1041 A: Yeah.
1042
1043 Q: Oh, if you could forward that to me...
1044
1045 A: Yeah, okay.
1046
1047 Q: ...that'd be very helpful and, uh - because in my analysis of this (locata) I
1048 don't see (b) (6) workingg overtime.
1049
1050 A: I know.
1051
1052 Q: And he is - he's qualified to do the work, right?
1053
1054 A: Yes, he is. And he has...
1055
1056 Q: Whereas, you know, I know the MAs...
1057
1058 A: ...y- and...
1059
1060 Q: ...reason they're not doin' it is because...
1061
1062 A: They're not qualified.
1063
1064 Q: ...they're not qualified.
1065
1066 A: Now - except for (unintelligible) who does.
1067
1068 Q: Except for one.
1069
1070 A: Now the, uh - there are instances where (b) (6) has come in on an off-
1071 shift. Um, he hasn't done it probably in six months or so but - but he has done
1072 it in the past.
1073
1074 Q: Okay, but he doesn't do it, like, in order to alleviate...
1075
1076 A: Mm-hm. And - and - agree.
1077
1078 Q: ...um, (b) (6), m- um, (b) (6) ...
1079
1080 A: Correct.

1081
1082 Q: ...of having to be in this situation every other Friday where she's only gettin'
1083 five hours of sleep...
1084
1085 A: Right.
1086
1087 Q: ...or whatever it is.
1088
1089 A: So his - his...
1090
1091 Q: He could work every Friday.
1092
1093 A: Right, now his pushback to me was, um, you know, if he's doing supervisor
1094 then he's not doin' (ops divo) stuff, which is what he's hired to do.
1095
1096 Q: A- if he's doin' watch supervisor?
1097
1098 A: If he's doin' the watch supervisor then he's not doin' his (ops divo)
1099 responsibilities, e- exactly for that day, right, so I...
1100
1101 Q: But say, like, on this Saturday, if he could give her that Saturday off...
1102
1103 A: Right.
1104
1105 Q: ...and take it...
1106
1107 A: Right, right.
1108
1109 Q: ...in her place that would alleviate some of that stress off of her.
1110
1111 A: Right, right.
1112
1113 Q: And on a Saturday, the- would - would there be someone else doin' the ops?
1114
1115 A: There would be no ops, there would...
1116
1117 Q: There is no ops on Saturday.
1118
1119 A: Yeah, he's a Monday through Friday. Right.
1120
1121 Q: Right, okay. Say that again, (ops divo), just so I know what I'm talkin' about
1122 now?
1123
1124 A: He's the, um - he's the ops division director, I guess.
1125

1126 Q: Division.
1127
1128 A: Yeah, so he's a GS...
1129
1130 Q: Director.
1131
1132 A: ...11, I believe.
1133
1134 Q: Okay, so what would be askin' him...
1135
1136 A: So he is the supervisor's supervisor.
1137
1138 Q: ...to do GS9 work on a Saturday?
1139
1140 A: So he's the G- he's the supervisor's supervisor.
1141
1142 Q: Right, right.
1143
1144 A: So they all report to him.
1145
1146 Q: Mm-hm. Hmm. 'Kay. I mean, for me lookin' through this, the bigger picture
1147 is the effect that that MPVP has had on all the installations that are...
1148
1149 A: Yes. It doesn't match.
1150
1151 Q: ... (b) (5)
1152 (b) (5) ...
1153
1154 A: Right.
1155
1156 Q: ...according to that.
1157
1158 A: Right.
1159
1160 Q: And it sounds like, from what I'm hearin' from all these different subject
1161 matter experts, that that's just not feasible to not have a supervisor.
1162
1163 A: Agree. Agree. I mean, it's just no- it...
1164
1165 Q: Have you talked to any other COs that are in this similar situation?
1166
1167 A: Oh, absolutely.
1168
1169 Q: Yeah?
1170

1171 A: Absolutely. In fact, I think we all have. I mean, so this is a big drive-by on a
1172 whim, so even back in September.
1173

1174 Q: Mm-hm.
1175

1176 A: So, uh, a- and that's why he got very involved in pushing his concern up to -
1177 w- it was (b) (6) had just gotten in the (seat) here at CNIC so he was
1178 - I mean, I think there was six installations that are in the same situation I'm
1179 in.
1180

1181 Q: Just in CNRMA.
1182

1183 A: Y- yeah, right, right, right, right. I'm - I - exactly. So throughout the country, I
1184 don't know the answer to that one but just within CNRMA, so - yes. And we
1185 all are feelin' the same pain, you know.
1186

1187 Q: Right, and you're all, like, accepting this risk associated with havin' people
1188 work these high levels of overtime...
1189

1190 A: Correct.
1191

1192 Q: ...to cover that. Okay. And, um, I heard that Mechanicsburg was one of them
1193 that actually was leaving shifts without a supervisor, (unintelligible).
1194

1195 A: I'm s- I - I'm sure it's possible.
1196

1197 Q: Yeah.
1198

1199 A: You know, Crane, Indiana, I think's another one and a- well, you know, (b) (6)
1200 (b) (6) would probably, you know, have more insight on that one.
1201

1202 Q: Yeah, okay.
1203

1204 A: But like I said, there's a - so - so the region back in September where Admiral
1205 (Williamson) was personally engaged in this one, you know, and that's why -
1206 I mean, it's taken a while but that's why CNIC has finally agreed to at least
1207 letting us hire the - I - (I'm going to write) the term positions.
1208

1209 Q: Yeah.
1210

1211 A: You know, so - so their RPAs are goin' out now.
1212

1213 Q: I saw that and I saw that there's, like, a different type of concern now about
1214 that, like you said, about the not bein' able to be promoted from within...
1215

1216 A: Right.
1217
1218 Q: ...and, um, but that's, um, I'm not sure. It's a- it's outside the scope of what I
1219 was focusin' on here but...
1220
1221 A: Right. But it speaks to the emotion that exists amongst the supervisors there.
1222
1223 Q: Yes, yeah.
1224
1225 A: Yes. There is, uh...
1226
1227 Q: It is a little concerning.
1228
1229 A: Yes. So we have a new security director and I'm optimistic. It may take him a
1230 little bit of time but I'm optimistic in that he will be able to, you know, make
1231 them a little more objective and, you know, bring them onto a team. You
1232 know, again, they're all used to just growing up from within their own ranks. I
1233 don't think any of them - and well, the supervisors haven't worked, you know,
1234 outside of Naval Station Newport...
1235
1236 Q: Mm-hm.
1237
1238 A: ...(that is NSF).
1239
1240 Q: Okay. So are there any other alternatives to covering this manning besides the
1241 overtime? Oh, and having (b) (6) pick up a shift?
1242
1243 A: Ri- right, (b) (6) pick up a shift, you know, make one stay four hours, bring
1244 another one on for four hours. I mean, those are - those are options - to be
1245 honest with you, the four-on-four, I'm not sure how executable that is, to be -
1246 I - I - I think there was something that came up amongst that one but, uh, I
1247 mean, they w- I - I - yeah. But, you know, havin' - having another person will
1248 really help.
1249
1250 Q: Yeah. But the - the best scenario would be to hire more people.
1251
1252 A: A- agree.
1253
1254 Q: Yeah?
1255
1256 A: And that's why I didn't push back on the ORM letter that (b) (6)
1257 sent up and the- in that enclosure because he's - I mean, the - it's right, that -
1258 that's - that's the best solution, but it's just not what I can execute today so
1259 we'll execute with the ORM process that they had, uh, put in place in that
1260 enclosure.

1261
1262 Q: Okay. Now, do you know if there's any regulations - I looked and I found
1263 something, um, that talks about the definition of a watch commander and -
1264 and so forth, which implies that those things are required, but I was looking
1265 for an instruction that actually says you must have supervision for safety
1266 reasons? For mission reasons, you know?
1267
1268 A: Well, I think, um - I think it comes out when you look at the responses to
1269 issues, so the, uh - I g- I'm not sure you're going to find an instruction that
1270 says every shift must have a supervisor but I think you're going to find, you
1271 know, action items that are assigned in which supervisors are required.
1272
1273 Q: Okay.
1274
1275 A: So again, if - if nothing wrong ever happened, I can see where not havin' a
1276 supervisor would - would be okay.
1277
1278 Q: Okay.
1279
1280 A: But that's not - that's not what we plan for, you know.
1281
1282 Q: I see.
1283
1284 A: So you know, if somethin' happens, you know, you have to have somebody at
1285 the scene, you have to set up the ICP, for example, yo- there are things you
1286 have to do that require a supervisor.
1287
1288 Q: I see. Okay. Okay. Oh, now I understand that there was an effort at one time
1289 to come up with a list of things to actually document what is it we can't do...
1290
1291 A: Oh, yeah.
1292
1293 Q: ...due to our manning shortage.
1294
1295 A: When I took command I continued to hear, "We are undermanned," and then I
1296 looked, I said, "Well, we seem to be doing everything," you know?
1297
1298 Q: Yeah.
1299
1300 A: And so ho- "How undermanned are we?"
1301
1302 Q: Yeah.
1303
1304 A: You know, "What is it - what - what is it we can't do?" And...
1305

1306 Q: Mm-hm.
1307
1308 A: And, uh, I got a list, there was a few small items that we just said - you know,
1309 I think (b) (6), for example, was doing background checks for,
1310 you know, people who were tryin' to get their security clearances and all that.
1311
1312 Q: Mm-hm.
1313
1314 A: So n- just said, "No, stop," you know, "We're - we're not doin' that anymore,
1315 that's - that's o- out of your lane," and fingerprint checks.
1316
1317 Q: Is there someone else that's supposed to be doing that, the personnel security
1318 manager?
1319
1320 A: Don't know, don't know. Didn't care from that perspective because it clearly
1321 didn't have to be security, you know. As far as I'm concerned - 'cause this
1322 was all, you know, checkin' the (CLIOC) desk journal and all - i- it seemed to
1323 me, it's, like, "Hey, have 'em call the region," you know, 'cause this isn't like
1324 - this isn't, you know, Billy Bob Jones callin', this is, you know, like, one of
1325 the investigative, you know, contractors callin'...
1326
1327 Q: Mm-hm.
1328
1329 A: ...lookin' for an assist and see - and that's just somethin' we just kept doin',
1330 you know, out of...
1331
1332 Q: Just 'cause we always did it.
1333
1334 A: We always did it, right?
1335
1336 Q: Yeah.
1337
1338 A: So wha- you know, that was just an example that's come in my (line) where
1339 we just said, "Stop doing that," you know, push 'em away, tell 'em to go
1340 somewhere else to look that information up.
1341
1342 Q: But somebody's still doing the background checks? I mean, I don't wanna...
1343
1344 A: Don't know. I mean, i- it's not for us.
1345
1346 Q: It's no- all you need to know is if they actually - after they got one they have
1347 an ID card.
1348
1349 A: That they have the clearance, right, exactly.
1350

1351 Q: Right.
1352
1353 A: So it's - it's not...
1354
1355 Q: I mean, how would they get it is not your problem.
1356
1357 A: Not my problem.
1358
1359 Q: I see, (unintelligible).
1360
1361 A: Right, there's a whole different organization responsible for that.
1362
1363 Q: Yeah, okay.
1364
1365 A: And then - you know, so there was that. The XO actually followed the
1366 supervisors around for a couple of shifts just to see what sort of admin
1367 projects they were working' on, and so- she actually might be able to talk
1368 more about what she saw.
1369
1370 Q: Who said it, now?
1371
1372 A: Commander (Selliburg).
1373
1374 Q: Oh, yeah.
1375
1376 A: So, um - and then the - so- s- so a couple things came off the list, we're just,
1377 like, a- "Just - just stop doing that." You know...
1378
1379 Q: Yeah.
1380
1381 A: That's not important to us. But I didn't get anything meaningful, you know?
1382 So it was, like, okay, and - so in my mind it's, like, "Well, this - this looks like
1383 it's a new 100%."
1384
1385 Q: Mm-hm.
1386
1387 A: Right, so if you're able to do everything, uh, with the current manning then
1388 I'm not sure what the issue is. But, um, that was my big push when I first got
1389 here was to find out, "Hey, what can I do to take off your plate?" Because
1390 Admiral (Williamson) had just taken over at the region nearly the same time I
1391 took over here...
1392
1393 Q: Mm-hm.
1394
1395 A: ...and we were of the same mindset, "Hey, if - if security manning is - is bad,"

1396 you know...

1397

1398 Q: Did he agree with that as far as you know?

1399

1400 A: Oh, absolutely. Yeah.

1401

1402 Q: Yeah.

1403

1404 A: So his - what he was pushin' for was, hey, he wants to have that - that
1405 discussion with CNIC, it's, like, all right, what can we not do? He wants to
1406 have that CO to - you know, commander discussion, what - w- on risk.

1407

1408 Q: Mm-hm.

1409

1410 A: What is it we can't do anymore?

1411

1412 Q: I guess one thing I'm wondering, how they're announcing these term positions
1413 now which they just did...

1414

1415 A: Yeah.

1416

1417 Q: ...two weeks ago or recently, why didn't they do that before and why hasn't
1418 anyone else done that before if it was always something that could have been
1419 done to mitigate this?

1420

1421 A: Oh, I don't think - I don't think any - I don't think people agreed that i- it was
1422 allowed to be done, right, this is a decision that was just made recently so
1423 back last summer, probably a year ago...

1424

1425 Q: Mm-hm.

1426

1427 A: ...I submitted the RPAs. I said, "I wanna find out who's sayin' no," and...

1428

1429 Q: Right, right.

1430

1431 A: ...it was at the region, they said no. So then I - I engaged with the admiral, I
1432 said, "Hey, this is the situation we have," of course, then other COs piled on.
1433 So...

1434

1435 Q: Okay

1436

1437 A: ...then I got told, "Hey, resubmit 'em again," so this time the region forwarded
1438 them to CNIC.

1439

1440 Q: And when you say, "the region," you mean N1 or N3 or both?

1441
1442 A: Yes, to be honest with you I think it was HR probably but, you know, so N3's
1443 involved, HR's involved, which would of course be N1. But then we...
1444
1445 Q: So specifically, like, did you talk directly to (b) (6) about that and say, "I
1446 need to fill these vacancies"?
1447
1448 A: I talk to (b) (6) about it, the N3.
1449
1450 Q: (b) (6), yeah.
1451
1452 A: Yeah, correct. Many, many, many times.
1453
1454 Q: Okay. But not the N1?
1455
1456 A: U- um, don't know the answer that.
1457
1458 Q: Okay, how to hire people...
1459
1460 A: Right, right.
1461
1462 Q: ...and what are our strategies and how can we get...
1463
1464 A: O- so I go to N3 and so N3 and N1 and N1 would say no because the MPVP
1465 modeling doesn't support it...
1466
1467 Q: Ah.
1468
1469 A: ...right?
1470
1471 Q: And maybe they were always just askin' for permanent positions.
1472
1473 A: I- it could be.
1474
1475 Q: And no one ever said, "Oh, why don't we do terms?"
1476
1477 A: Right, well, I-
1478
1479 Q: Until just two weeks ago.
1480
1481 A: Right, but a- but again - so, see, you...
1482
1483 Q: That's what I was wondering...
1484
1485 A: Oh.

1486
1487 Q: ...like, why didn't anyone think of that before?
1488
1489 A: I di- I don't - I don't know the answer to that question. You know, so...
1490
1491 Q: Yeah, okay. It just never came up before...
1492
1493 A: Yeah.
1494
1495 Q: ...this term idea.
1496
1497 A: Yeah, I guess.
1498
1499 Q: Or temps.
1500
1501 A: Yeah, and I get "term" and "temp" mixed up so...
1502
1503 Q: Yeah, me too.
1504
1505 A: So...
1506
1507 Q: But they're both - I know they're both not permanent.
1508
1509 A: Correct.
1510
1511 Q: And the - that t- topic just never came up before until recently.
1512
1513 A: Okay. That - I - I don't know the answer to that.
1514
1515 Q: And it star- yeah, okay.
1516
1517 A: I - so I do know that the N1 at region is the one who pushed back, said, "No,
1518 you can't hire them because the MPVP doesn't support." So then the
1519 leadership at CNRMA, that's (b) (6) and the admiral and, you know,
1520 folks weighed in and said, "No, we want it," so I resubmitted those RPAs, this
1521 time to region 4 forwarded it to CNIC and then it got turned down by
1522 somebody for the reason of MPVP not supporting it.
1523
1524 Q: Mm-hm.
1525
1526 A: And then that's when the discussion became very real about, "All right, what
1527 di- what do we - what can we do because this is important?" And there was an
1528 MPVP meeting probably six weeks ago in which I'm sure this came up, and
1529 as an outcome of it everybody agreed that yeah, we should have supervisors.
1530 Can't change the MPVP modeling, can't get that done immediately so the

1531 next best route is hire the term employees. So I'm anticipating the MPVP
1532 modeling to change to support supervisors and then this all becomes a moot
1533 point.
1534
1535 Q: Mm-hm, ri- ho- right.
1536
1537 A: And that's why the three years...
1538
1539 Q: Now, when you said there was an MPVP meeting held six weeks ago...
1540
1541 A: Right.
1542
1543 Q: ...um, at what level was that? Who was at...
1544
1545 A: At the O6 level, so the SP, (b) (6) and others (standing)...
1546
1547 Q: But in CNRMA or do you mean...
1548
1549 A: Oh no, at CNIC.
1550
1551 Q: Okay.
1552
1553 A: It was in Washington D.C. In fact there was a - an all ne- or a (nav admin) that
1554 announced it.
1555
1556 Q: I think I saw that now.
1557
1558 A: Right.
1559
1560 Q: Okay, I know what you're talkin' about. And you think this topic came up
1561 maybe?
1562
1563 A: I'm sure it did, right.
1564
1565 Q: Yeah.
1566
1567 A: I know that supervisors - uh, hirin' supervisors was a topic. I wasn't privy to
1568 all - a- you know, I was here, it was in D.C.
1569
1570 Q: Right, and you didn't go to the meeting.
1571
1572 A: But - correct. But shortly afterwards I got this as an alternative, right, so I -
1573 I'm just puttin' two and two together so this is probably happening.
1574
1575 Q: Oh, it could be that they're connected, yeah.

1576
1577 A: And I had phone calls with (b) (6) in the meantime that implied that was
1578 the case, that...
1579
1580 Q: Right, okay. So with the term people, the - the - whoever applies for these
1581 term positions, they're going to have to be qualified, right? They're not going
1582 to be, like...
1583
1584 A: Correct. You have to meet the...
1585
1586 Q: ...the MAs that aren't qualified to be supervisors.
1587
1588 A: That's correct. That's correct.
1589
1590 Q: Right. Okay. So there - it's the training issue shouldn't be as significant with
1591 whoever the candidates are for these (unintelligible).
1592
1593 A: Oh, yeah. I - I can't see hiring a supervisor who's not trained and qualified.
1594
1595 Q: Right. Right, right. Okay.
1596
1597 A: You know, 'cause I don't need to do that.
1598
1599 Q: 'Cause I just see it...
1600
1601 A: I - yeah, I'm not - I'm not tryin' to just - to fill a body, I'm - I really need
1602 somebody who...
1603
1604 Q: You need somebody qualified, right.
1605
1606 A: Qualified, right. And I think the terms of the - of the - of the hiring parameters
1607 are - sufficiently address that.
1608
1609 Q: Yup. Okay. All right. Um, all right, so I'm d- the - my - this little set of
1610 questions here is about the MPVP. Do you agree that the goal of eliminating
1611 the shift supervisors at (Nav Sta) Newport is good, and you said no.
1612
1613 A: No. It's completely out of step with everything I'm getting from - you know,
1614 e- even an e-mail - I mean, even Admiral (Davidson) talked about his concern
1615 for, you know, in the (ROC) four and five places, you know, followin' the
1616 Chattanooga shooting, you know, so th- there's - there's nothing that would
1617 imply that it would be okay to reduce our level of effort in security.
1618
1619 Q: Okay. All right, um, I think I already - you know it al- has affected other
1620 bases. Um, and - and I - I think we - we did already address this, that the - the

1621 risk of leaving the shift completely unmanned is greater than the risk
1622 associated with the overtime.
1623
1624 A: I think so.
1625
1626 Q: Yeah.
1627
1628 A: Yeah.
1629
1630 Q: Um, okay. Um, so what - here was my question. What do you view as the
1631 ideal solution to the overtime safety violation problem in security?
1632
1633 A: I - I would say the ideal solution is more manpower.
1634
1635 Q: Yeah. Meaning permanent manpower...
1636
1637 A: Well...
1638
1639 Q: ...right?
1640
1641 A: I- oh, agree, yeah. It has to be - but you know, civilian or military, I- to be
1642 honest with you, I - I'll take you to one but I mean, qualified personnel...
1643
1644 Q: Qualified.
1645
1646 A: ...who can stay in the post, we really need that.
1647
1648 Q: Yeah. Okay. Okay, so you first said you initially asked for the positions and
1649 submitted a request for personnel action back a- about a year ago?
1650
1651 A: A- think a year ago, yes.
1652
1653 Q: So May of two thousand...
1654
1655 A: It's June or - June or July, 'cause it was - uh, (b) (6) was still the
1656 director at the same and we were talkin' about our need to, you know, hire
1657 more supervisors because I'm also worried that people are going to leave,
1658 right, so - tha- it's...
1659
1660 Q: Right, and once another one leaves then there's even a bigger problem.
1661
1662 A: Right, then I'm really in a crunch, you know.
1663
1664 Q: And I saw that you do have at least one who could retire on - tomorrow if he
1665 wanted to.

1666
1667 A: Right, and the other one's probably not physically qualified to do much - you
1668 know, so...
1669
1670 Q: Yeah. Yeah, I mean...
1671
1672 A: Yeah, there's...
1673
1674 Q: ...he could just say, "I'm done, I'm outta here."
1675
1676 A: Right.
1677
1678 Q: Of course, any of 'em can quit at any time, (too).
1679
1680 A: And that's when I have to go to CNRMA and ask for assistance, you know,
1681 do- you know, detail me somebody, you know, short term that I can use.
1682
1683 Q: Or somethin', right.
1684
1685 A: Right. You know, of course, New London is nearby. They're not overmanned
1686 by any stretch of the imagination but they might have a body they can - they
1687 can lend me.
1688
1689 Q: Mm-hm, mm-hm. Yeah, okay. Um, now, I saw this little brief that's given at
1690 your department head meeting...
1691
1692 A: Mm-hm.
1693
1694 Q: ...by Security each time you have a meeting, they - they say there's still no
1695 status on the RPAs, sent out one in March. So I was just curious about one
1696 March and who they were submitted to.
1697
1698 A: Yeah.
1699
1700 Q: Did the person that they were submitted to respond and s-
1701
1702 A: Well, see - so this is what drove - so this - this is when, um, s- CNRMA said,
1703 "Go ahead and resend 'em," right, and this time CNRMA passed 'em through
1704 to CNIC.
1705
1706 Q: Okay.
1707
1708 A: Right, so that's when this was done. So I did it back in June, I got ter- told no,
1709 I say June, it could have been July or somethin' like that. It was back in the
1710 summertime.

1711
1712 Q: Okay.
1713
1714 A: So then CNRMA all got on board and said, "No, we really do want you to
1715 have supervisors. Please resubmit."
1716
1717 Q: Mm-hm, mm-hm.
1718
1719 A: So we resubmitted and that's what those are.
1720
1721 Q: Okay.
1722
1723 A: Uh, so there's still no status...
1724
1725 Q: No, I wanna show you something...
1726
1727 A: Sure.
1728
1729 Q: ...'cause I think - I think it's fair for you to know this and maybe it's really a
1730 coincidence but I can see this - yeah, when - so you're sayin' this was a
1731 resubmission, that you had already tried to do this in the past, submit these...
1732
1733 A: Yeah.
1734
1735 Q: And this is (b) (6) ...
1736
1737 A: Yeah.
1738
1739 Q: ...doin' it on your behalf.
1740
1741 A: But ri- so he would send it to (b) (6) who's an HR person. I think
1742 she's HR, I - I mean...
1743
1744 Q: She's in three (unintelligible).
1745
1746 A: Right, right, right, right, but I think she wears the HR hat...
1747
1748 Q: Yeah.
1749
1750 A: ...within the three organization.
1751
1752 Q: Mm-hm.
1753
1754 A: So that's who we would send the RPAs to.
1755

1756 Q: Right, so then I looked in (TWIMS).
1757
1758 A: Mm-hm.
1759
1760 Q: Uh, the - the history of RPAs is, like, maintained there and I could see that on
1761 March 1, coincidentally the same day...
1762
1763 A: Right.
1764
1765 Q: ...from (Yur Uwich)...
1766
1767 A: Good.
1768
1769 Q: ...these two actions were created in the system.
1770
1771 A: Good.
1772
1773 Q: And then it showed they were cancelled...
1774
1775 A: Huh.
1776
1777 Q: ...like, immediately the same day. So I asked (b) (6) about that.
1778
1779 A: Okay.
1780
1781 Q: Did anyone ever tell you that they were created and cancelled?
1782
1783 A: Same day? No.
1784
1785 Q: And then she told me that it was a mistake.
1786
1787 A: Okay.
1788
1789 Q: That this was just an error, that she really meant this for Little Creek, not for...
1790
1791 A: Oh, well, then I-
1792
1793 Q: And it was just a coincidence that it was also not (unintelligible).
1794
1795 A: That's an interesting coincidence but, uh, I don't have any...
1796
1797 Q: Nobody ever talked to you about that?
1798
1799 A: No.
1800

1801 Q: I just wondered if you could shed more light on what happened there.
1802
1803 A: N- no.
1804
1805 Q: No?
1806
1807 A: Nobody ever talked to me on that one. So I know that there was - again, there
1808 was initial pushback at the region, say, "Hey, you're not authorized to have
1809 supervisors."
1810
1811 Q: Okay.
1812
1813 A: And but that was all within the HR manning people, right. Nobody in the ops
1814 department, nobody - nobody at the admiral level agreed to that, so once the
1815 admiral got involved it was, like, "Oh, no, we want you to have supervisors."
1816 (b) (6) was very aggressive at - you know, working' with (b) (6)
1817 (b) (6), uh, you know, about getting supervisors hired.
1818
1819 Q: All right, so now as of May, they were resubmitted yet again and this time
1820 they went through. They were posted, I could see.
1821
1822 A: That's correct. That's correct.
1823
1824 Q: The new SA jobs?
1825
1826 A: That's correct.
1827
1828 Q: Okay.
1829
1830 A: So we of course didn't post 'em as term or temp, whatever it was, you know,
1831 but - but that was, uh - again, that - part of the deal that came out of I'm sure
1832 that MPVP meeting in D.C., that said they - the way it had - the implication is
1833 that MPVP changed in that three-year period. That's - that's why the three
1834 years was selected...
1835
1836 Q: Mm-hm.
1837
1838 A: ...it's, like, to give the process enough time to catch up.
1839
1840 Q: Yeah, ri- okay. The - not to exceed three-year term.
1841
1842 A: Right.
1843
1844 Q: Okay, 'cause with the temporaries, the way I understand it, is they can only be
1845 not to exceed one year.

1846
1847 A: (Unintelligible).
1848
1849 Q: So it coulda been that that was a factor, that these would have a person that
1850 would last for three years...
1851
1852 A: Right.
1853
1854 Q: ...as opposed to one that...
1855
1856 A: Right, right, right, because one year is...
1857
1858 Q: That's one year and then you have to go do it again.
1859
1860 A: Which unfortunately indicates that there's no - we're optimistic this will
1861 change within a year.
1862
1863 Q: Yes. Yes, right, right. Um, okay. Um, all right. I think I'm understanding all
1864 of this better now.
1865
1866 A: (Unintelligible).
1867
1868 Q: All right. I think we covered everything. Um, I definitely wanna find more out
1869 about the amount of time that is actually spent driving...
1870
1871 A: Yeah.
1872
1873 Q: ...because that's where the regulation is. Now with that said, though, we all
1874 agree there are other risks associated with all the overtime...
1875
1876 A: Yup.
1877
1878 Q: ...and it's just...
1879
1880 A: Right.
1881
1882 Q: ...not the best scenario.
1883
1884 A: Right.
1885
1886 Q: Either way.
1887
1888 A: Right. And, uh, and I'll end you the e-mail regarding, uh, discussion (me) and
1889 (Bodell) (standing post), you know...
1890

1891 Q: Yes, that would be really helpful.
1892
1893 A: I - I don't delete any e-mails, so...
1894
1895 Q: I- and - and even that, it's a mitigation.
1896
1897 A: Right.
1898
1899 Q: It's still not solving the big problem but it would be another means...
1900
1901 A: Right, if - 'cause if he's doing that he's not doing his job.
1902
1903 Q: Right, right.
1904
1905 A: You know, which - you would be amazed at - you know, there's - there's a-
1906 'cause i- pretty much any action item comes down that's security-related has
1907 to be done by someone. I- it - it can't be done by (b) (6) or
1908 (b) (6), I mean, so it's (b) (6) - you know, (b) (6)
1909 (b) (6) and (b) (6), and those are the guys who are handling the
1910 load so...
1911
1912 Q: I see, yeah.
1913
1914 A: I mean, we were manned the way we are, any little bit can be a lot.
1915
1916 Q: Yeah, yeah.
1917
1918 A: You know?
1919
1920 Q: Yup. Okay. Well, if I think of anything else I'm going to...
1921
1922 A: Okay.
1923
1924 Q: ...reach out to you again and of course, all the paperwork we signed and the
1925 (unintelligible) and everything still apply...
1926
1927 A: Agree, agree.
1928
1929 Q: ...in our future correspondence...
1930
1931 A: Agree.
1932
1933 Q: ...of any kind, phone or e-mail or whatever. And, um, just - do you have any
1934 questions for me...
1935

1936 A: Well, one...
1937
1938 Q: ...or anything else you'd like to add or...
1939
1940 A: One - one little concern, though, right. So a- a- part of the - part of the, uh -
1941 well, one of my concerns is related to - all the supervisors a- are involved in
1942 this issue, right, and - and every time I see - well, often I see e-mails that has
1943 words like, let's see, "retaliatory," "calculated attempt to"...
1944
1945 Q: Yes, uh-huh.
1946
1947 A: Right, that to me is just i- i- I - sometimes think that they're just tryin' to
1948 cover themselves as well, 'cause I'll tell you, they have not been scrutinized
1949 near as much as they have since I took command and then - and I know it's
1950 not just because (Dennis Boyer)'s, you know, hard-nosed but when you - you
1951 know, you're told by the three stars (unintelligible) one job told about - about
1952 two stars (unintelligible) one job, I come here and - and I'm going to pay
1953 attention to security.
1954
1955 Q: Mm-hm.
1956
1957 A: They're not used to havin' people pay attention to security, and then when
1958 you've added on the training manual requirements for, you know, a cart and
1959 inspection.
1960
1961 Q: That's fairly new too, right, the training manual?
1962
1963 A: Exactly, so there's a lot of emotion over there...
1964
1965 Q: Mm-hm.
1966
1967 A: ...about people who aren't wearin' badges from Naval Station Newport, right,
1968 um, lookin' in their business.
1969
1970 Q: Mm-hm, mm-hm.
1971
1972 A: So I see and I hear words like, "retaliatory"...
1973
1974 Q: I wanna mention about that "retaliatory" too. Couple things. One is, um, my
1975 office doesn't handle that.
1976
1977 A: Okay.
1978
1979 Q: Even Navy IG doesn't handle civilian reprisal complaints. That's a separate...
1980

1981 A: Special Counsel or...
1982
1983 Q: Office of Special Counselor and Department of Defense IG.
1984
1985 A: Okay.
1986
1987 Q: They submit to DODIG and then DOD can either do the case themselves or
1988 they can tr- refer it to Office of Special Counsel, I think that's how they're
1989 handling it. But we are not allowed to get involved in that, my office.
1990
1991 A: Oh, and no- I w- get - you don't - I don't want...
1992
1993 Q: But I just want you to know that, um, you may hear from someone else from...
1994
1995 A: Sure.
1996
1997 Q: ...OSC...
1998
1999 A: Right.
2000
2001 Q: ...or DOD...
2002
2003 A: Because...
2004
2005 Q: ...about this separate matter of the reprisal.
2006
2007 A: Yeah, any issue that comes up, they are quick to use those phrases.
2008
2009 Q: Mm-hm.
2010
2011 A: And part of me thinks it's to cover their deficiencies.
2012
2013 Q: Well, I would just say try to avoid tryin' to figure out why anybody - don't
2014 say anything.
2015
2016 A: I do - (ran) objective, I agree, but - but...
2017
2018 Q: You know.
2019
2020 A: When I see those phrases often I'm, like, come on.
2021
2022 Q: And what motivates people to submit a complaint, we are always, um, you
2023 know, it's not - that's not the issue. The issue was, was there a regulatory
2024 violation or not? Did the reprisal occur or not? That's what they're going to
2025 look at. They don't care what the motivation was, and you shouldn't either,

2026 you know.

2027

2028 A: No, that's a fair statement.

2029

2030 Q: You know, just to...

2031

2032 A: I - I - that's a fair statement.

2033

2034 Q: And also as part of this, um - this goes both ways, you know. You're protected
2035 from reprisal yourself so if anyone was to, um, contact you, try to ask you
2036 what did I ask you about, you know, what - what did you tell me or, you
2037 know, do anything, um, to you that you view as a reprisal like, um, an adverse
2038 personnel action of any type of threaten to take an adverse - you're protected
2039 against that too.

2040

2041 A: Mm-hm.

2042

2043 Q: Um, and likewise for yourself towards others, uh, be- just caution about that
2044 because n- it - tryin' to determine why they did it, what they did it, or take any
2045 action against them for it is really prohibited...

2046

2047 A: Oh, and sh- ri-

2048

2049 Q: ...under se- under the Reasonable Protection Act, yeah.

2050

2051 A: It should be. It's just that, you know, every time somethin' comes up, though,
2052 that's a phrase that comes out, it's, like, come on, y'all.

2053

2054 Q: Yeah, I understand.

2055

2056 A: Yeah, no.

2057

2058 Q: Um, that's - but that is a serious separate matter, it's - if they should find that
2059 something is taken because of the fact that they made the complaint...

2060

2061 A: O-

2062

2063 Q: ...or because of the fact that they participated...

2064

2065 A: I su-

2066

2067 Q: ...that's part of what has to be demonstrated, is that the action was taken for
2068 that reason.

2069

2070 A: Mm-hm.

2071
2072 Q: Not for another legitimate reason, you know?
2073
2074 A: Right, and - and believe me, I support - I mean, I - I'm very much in support
2075 of that policy.
2076
2077 Q: Yeah, right.
2078
2079 A: I - I just - you know.
2080
2081 Q: Yeah, I - I understand. Um, so that's part of what I - I need to say at the end
2082 anyway is, um, to make sure that you're cautioned about both, um, bein'
2083 recipient of any reprisal...
2084
2085 A: Mm-hm.
2086
2087 Q: ...or bein' the person that might reprise against someone to avoid it, you know.
2088
2089 A: I will. I will.
2090
2091 Q: Um, and if you have any questions for me, don't ever hesitate to call me or...
2092
2093 A: Okay.
2094
2095 Q: ...e-mail me, anything about where we are with the process or anything. Just
2096 feel free to call me anytime.
2097
2098 A: Okay.
2099
2100 Q: And if you think of anything else that you say, "Oh, I wish I woulda told her
2101 about that," just call me.
2102
2103 A: Okay.
2104
2105 Q: You know, and definitely any e-mail traffic related to overtime issues...
2106
2107 A: Okay.
2108
2109 Q: ...at Security would be really helpful.
2110
2111 A: So do, um - do you have a timeframe on it? I know that...
2112
2113 Q: Well, our goal is always to get them done within 90 days to complete a - an
2114 investigation.
2115

2116 A: Okay.

2117

2118 Q: Um, often that is not the case.

2119

2120 A: Sure, sure.

2121

2122 Q: But we do our best and, um, I'm - I'm hoping that we'll - we'll meet it...

2123

2124 A: O-

2125

2126 Q: ...in this case, uh, 'cause we did already do some preliminary inquiry work
2127 towards it, so...

2128

2129 A: Okay.

2130

2131 Q: Um, and I guess that should - should be it. If there's anything else that, uh, I
2132 think of, like I said, I'll - I'll give you a call.

2133

2134 A: All right, and I'll send you (notes) here once I do an e-mail search.

2135

2136 Q: Okay. And, um - all right.

2137

2138 A: Thanks.

2139

2140 Q: 'Preciate your time, sir.

2141

2142 A: Good to meet you, bye.

2143

2144 Q: And let me just say the time is, uh, just about 1400 now.

2145

2146 A: Yes, okay.

2147

2148 Q: Okay. Thank you very much.

2149

2150 A: Bye.

2151

2152 Q: Have a good day, sir.

2153

2154

2155 The transcript has been reviewed with the audio recording submitted and it is an accurate
2156 transcription.

2157 Signed _____

From: (b) (6) [CNIC, N00G](#)
To: (b) (6) [CNIC HQ, N38](#)
Cc: (b) (6) [CNIC HQ, N00](#); (b) (6) [CNIC HQ, N00](#); (b) (6) [CNIC HQ, N00](#); (b) (6) [CNIC HQ, N3](#)
Subject: IG Sensitive Communication: Referral of Navy Hotline Complaint 201601079 (sent as Private)
Date: Friday, October 21, 2016 12:48:41
Attachments: [201601079 Referral.pdf](#)
Importance: High
Sensitivity: Private

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(b) (6) ,

The attached is a referral memorandum and associated enclosures specific to Navy hotline complaint 201601079. It was determined that this complaint did not warrant an IG investigation but that the concerns expressed were appropriate for N3's review and assessment.

While this matter will not be investigated by CNIC IG, in order to close the files on this matter, we do require a summary of your review and any actions taken, in accordance with the enclosed referral memorandum. Your response is requested by 21 November 2016.

Should you have any immediate questions or concerns, you may contact me or (b) (6) at your discretion.

Thank you.

V/r

(b) (6)

Office of the Inspector General
Commander, Navy Installations Command
Work: (b) (6)
Mobile: (b) (6)

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ACKNOWLEDGMENT

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PRINTED NAME (b) (6)

Signature: (b) (6)

Date: 25JUN2016

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PRINT FULL NAME

(b) (6)

SIGNATURE

(b) (6)

DATE 25JUN2016

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(b) (6)

Print full name

(b) (6)

Signature

Date

20 Jun 2016

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(b) (6)

PRINT FULL NAME

(b) (6)

SIGNATURE

DATE 17 May 14

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PRINTED NAME

(b) (6)

Signature:

(b) (6)

Date:

17 May 16

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PRINT FULL NAME

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SIGNATURE

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DATE 24 May 2016

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For Department of the Navy Civilians: Failure to disclose personal information in relation to individual's position responsibilities may subject the individual to adverse personnel action.

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ACKNOWLEDGMENT

I understand the provisions of the Privacy Act of 1974 as related to me through the foregoing statement.

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Signature:

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Date:

24 May 2016

Privacy Act Statement

AUTHORITY: Title 10, U.S. Code, Sections 5014 and 5020

PURPOSE: To determine the facts and circumstances surrounding allegations or complaints against Naval personnel and/or Navy/Marine Corps activities. To present findings, conclusions, and recommendations developed from investigations and other inquiries to the Secretary of the Navy, CNO, CMC, or other appropriate Commanders. Disclosure of Social Security Account Number is voluntary, and if requested, is used to further identify the individual providing the information.

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